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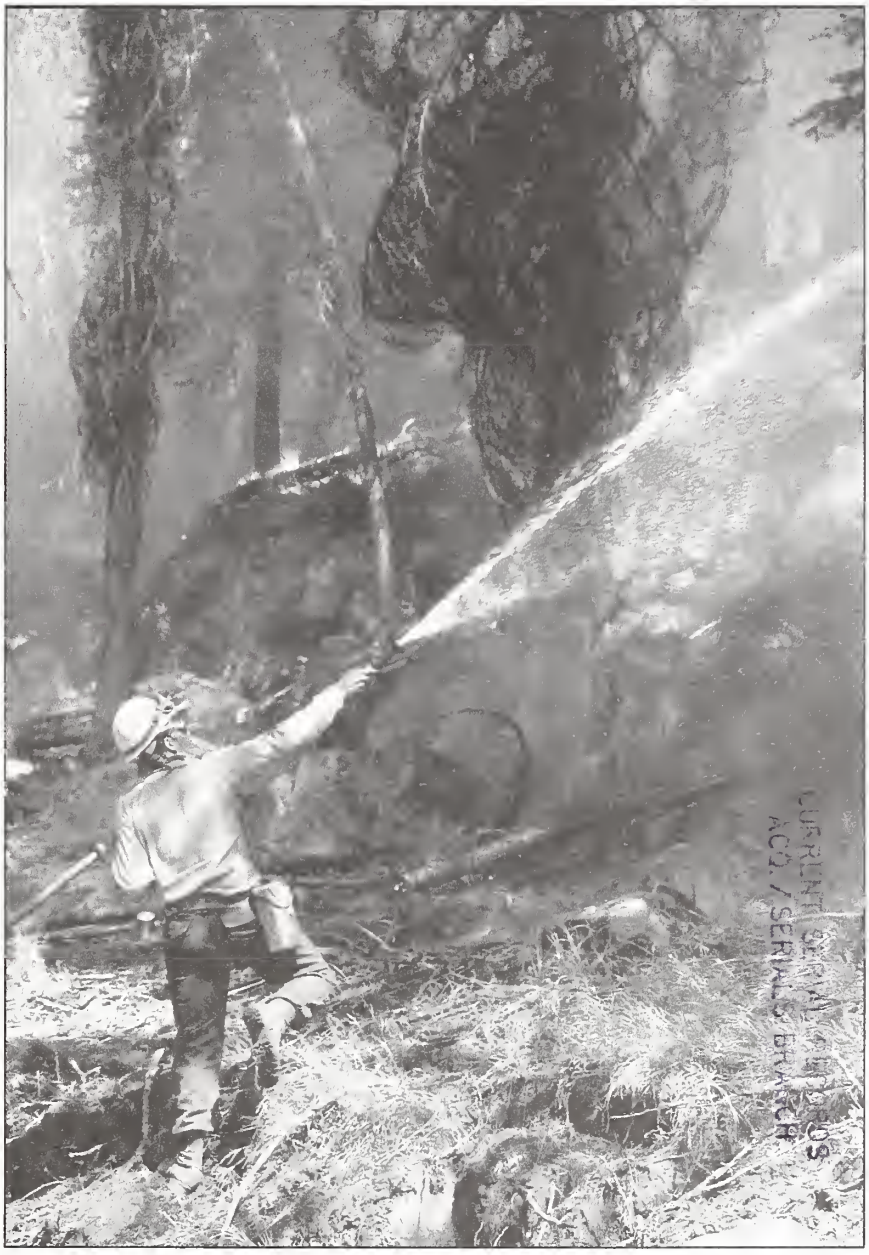

Photo by Roger Philips, Star News, McCall, Idaho.

No one will soon forget the '94 fire season. Hundreds of wildfires broke out across the west, thousands of people fought them, and many fire records were shattered. The next several pages contain articles and photographs to illustrate the tremendous impact this fire season has had on all our lives.

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IN THIS ISSUE

Tribute to Jim and Roger
Pages 4 & 5

Reflections of South Canyon Fire
Page 6

Fire's Other Aftermath
Page 8

Regional Forester's Message

During the recent long, hot, smokey weeks, our firefighters showed us the behavior that needs to become part of our culture throughout the year. While we must never forget the ultimate sacrifice of our team members who died, we also need to acknowledge the extraordinary accomplishment of the women and men who fought on until snow fell.

They formed teams across functional lines. Wildlife biologists put on hard hats and became strike team leaders. Foresters grabbed pulaskis and became squad bosses. Fisheries biologists drove trucks, and computer specialists became fire information officers. People with all different kinds of professional skills changed hats and became firefighters without regard for professional turf or status.

Firefighters broke down hierarchical boundaries. Supervisory foresters dug fireline under the supervision of forestry technicians, and line officers reported to staff officers filling skilled fire leadership positions. People were recognized and respected for the knowledge and skill they brought to the job, rather than which box their name's in on the organization chart.

Firefighters crossed agency boundaries to unite in common purpose. The Bureau of Land Management, Bureau of Indian Affairs, Fish and Wildlife Service, and Forest Service consolidated overnight, on fire after fire. The Park Service and the Forest Service united at the highest levels, on overhead teams, and on the fireline. State and local agencies ran to help Federal agencies, and Federal firefighters rushed to the assistance of State crews.

Some of you have already heard me talk about our need to "fuzz up the lines." Our multi-agency firefighting force does what I'm talking about. They haven't allowed agency, hierarchical, or functional lines to impede them. Those lines aren't barriers in fighting fire, and we need to make sure they're not barriers in the rest of what we do.

During the '94 wildfire crisis, we've witnessed the power of spirit, cooperation, and leadership rise above the power of position. By its nature, the fire organization needs structure and authority, but nowhere does leadership appear more visible than when the adrenalin of the initial attack has worn off, and there's no clean clothes left in that red fire pack.

Our response to the fires of '94 demonstrates that we can quickly build strong and effective teams. We need to use that insight to accomplish all our goals. Part of doing this is finding better ways to reward people and units for teamwork over individual accomplishment.

Strong teams progress much faster than loose groups of strong individuals. On the fireline you constantly hear strong teams yell, "bump up, bump up." As your Regional Forester, I'll know we've built strong teams when I hear you yelling at me to bump up and lead a little faster.

Fighting wildfire bonds us with a glue of a concise and clearly understood mission. Most of the year, though, we have to think about more than firefighting. When we add to our firefighting mission all our other roles in resource management, the bonds between us often seem weaker than when we're fighting fire. Our written statement of mission, vision, and guiding principles are harder to hang on to - their written length reflects the complexity of our job. In recent years, the glue that bonds us has often seemed weaker than when we unite to suppress wildfires, but it shouldn't.

The Chief is strenghtening our bonds by bringing us together with a land ethic and a service ethic. As I hear Chief Thomas describe these unifying ethics, I believe that there is a common sense of value, deeply rooted in most of our beings, that can bring us together with just as strong a sense of purpose as when we fight wildfire.

"Promote the sustainability of ecosystems by ensuring their health, diversity, and productivity," Jack says, describing the land ethic; and "Be truthful, obey the law, work collaboratively, and use appropriate scientific information in caring for the land and serving people," for the service ethic. I believe we can rally around those values with the same conviction that we battle wildfire.

While I recognize all the great things that our firefighters on the line have shown us, I'm not forgetting you who kept the ship afloat. You who did the "other" work and attended to the public's other business are vitally important members of the team.

Thank you for showing us what we're capable of when we fuzz up the lines and function as a team. Thank you for breaking down the barriers and getting the job done. When we remember all of the Region's big fires of '94, we'll remember the monumental effort you made to match the magnitude of the fire season.

Finally, nature, through fall rain and snow, has come to our aid. Some old snags still defiantly puff smoke as the first snow falls. But we've prevailed because you endured. Your performance this fire season makes me extra proud to be back in the Intermountain Region. □

The Thin Yellow Line

I watched as they assembled in
The burgeoning sunrise.
Quietly, efficiently checking each
Piece of gear,
So there would be no surprise.

The time to meet the enemy
Was rushing to meet the dawn.
The time for idle chatter was
Now completely gone.

For pensive thoughts of fallen
Friends beseiged each mind that day;
Of a Colorado sunrise where fourteen
Lost their way.

Some with shovels some with ax,
Others with water bags fitted
On their backs.
All waited for the expected word;
Attack, attack, attack!

This was not a modern foe
With rockets and guns for weapons.
This primal beast could cut you down
Within just milliseconds.

With blinding smoke and searing flame
And thunderous blasting sounds,
The demon spread his vicious grip
As though he had no bounds.

I watched them as they now moved down
Along the dusty track.
My thoughts and hopes pursued
Them still
I know they'll all be back.

by Hubert F. Benn
July 1994

Huby Benn taught science and coached in high schools in Nebraska and Wyoming from 1949 through 1991. He has worked for the Forest Service on an intermittent appointment, as a summertime recreation patrolman on the Evanston Ranger District since 1968. He hopes these simple stanzas might express something of the feelings we all have for our own "Thin Yellow Line". □

STORM KING MOUNTAIN MEMORIAL TRAIL

The White River National Forest and Bureau of Land Management (BLM) in Glenwood Springs, Colorado, took the lead on constructing a trail to the site of the South Canyon Fire. On the weekend of October 8, 200 volunteers from all over Colorado, McCall, Idaho and New York, along with 50 overhead people from the agencies helped build the Storm King Memorial Trail.

Mike Mottice, Manager for the BLM Resource Area in Glenwood Springs said, "Since the South Canyon Fire this summer, many people have climbed the mountain to reach the site where fourteen women and men lost their lives. They wanted to pay their respects to those who died and also understand what happened on that mountain. Constructing this trail will help facilitate people getting to the site and will provide a safer route."

So on a sunny October weekend, agency employees and volunteers built a one-mile trail from the trailhead to an observation point where people can view two memorial sites—one where 12 firefighters died and another where two died. Also visible is the location of the two helispots, and the area where nine firefighters deployed their fire shelters. From the observation point, a three-quarter mile path was constructed to the memorial sites.

Volunteers came to work, to learn more about the South Canyon Fire and what happened on July 6, and to have fun. The Incident Command System was used to organize the project, providing an experience for the volunteers of what it's like to be part of a fire organization. All volunteers had the opportunity to go to the observation point where a firefighter who was on the South Canyon Fire explained what happened.

Sonny LaSalle, White River NF Supervisor and Chairman of the 'Storm King Fourteen Monument Committee', stated, "The interest and the support in the community to establish a memorial to those who lost their lives has been overwhelming. Building a trail to the site is one of the ways the community is honoring the women and men who fought the South Canyon Fire."

The weekend was a success—the trail was completed in two days. Many local people and tourists have already climbed the Storm King Memorial Trail.

by Betty Schmitt
Public Affairs Officer
White River National Forest □

A Tribute to Jim Thrash

Jim Thrash

I had to go see Jim. We were helicoptered onto the sterile, charcoal ridge as a silent sun dropped into blood-red twilight. We were sent up for search and rescue. After we knew it was hopeless, we wanted to see our comrades.

I saw the bodies. They were frozen at their most intense moment of struggle. They looked like ancient, bronze statues of athletes in motion. Every muscle was tensed and peeked. And the struggle was still in their faces. It was horrible and final. A great howling misery leapt from our hearts and joined these crowded souls. But God had cries there, too. I saw Jim as he lay amongst the others. I knew him and I knew the story of this tragic moment.

Jim, you stayed behind to shepherd others. Jim, you were so proud of your hiking ability, why did you let this happen? You made your patient concern for others rule your legs. Hey, Jim, remember the time you hiked Luke Krebs until he puked? That was a funny one. Hey, Jim, you were out running me this season. Did you get in your hundred miles this month?

Hey, Jim, I was just at the Root Ranch. There's thick grass all over the Silver Burn. A packer there says that the elk herd hasn't noticeably increased. Why is that, Jim?

It's ebbing twilight now. There's a soft breeze. It's a jumper's favorite time. Come on, Jim, let's go boil some water, talk politics, tell some jump stories. Let me tell you what a fool you are for being a Dodger fan. Come on, Jim, let's go over with the rest of the boys, lay in the soot and cook some cans in a crackling fire. Hey, Jim, amaze me with your observations, entertain me with your wit, bathe me with your humor.

Do you know what I like best about you, Jim? You are such a pleasing contradiction. You are the only one I know that has a subscription to the Skeptical Enquirer. You are a dour agnostic who loves God. And how you loved things, Jim. You loved it all with a private intensity. You loved the wilderness. You loved smokejumping. You loved packing. You loved Holly. You loved Ginny. You loved Nathan. And we loved you.

We left Jim undisturbed with the others and walked off the mountain. Amidst the vaporized destruction, angry little fires spat at us and stung us with their heat. We plunged into a ravine as rocks and flaming logs showered down on us. Monsoon rains would soon provoke this steep crevasse into a raging waterfall. There were a million angry fire eyes snarling and hissing on every side. It was so serene and beautiful, Jim, you would have loved this, too.

I know I have to say good-bye to you, buddy. It's just so hard to do. I saw you up on that hill, two minutes from safety. You stayed behind protecting those firefighters, and I know you're staying behind protecting me.

Hey, Jim, buddy, it's not fun anymore without you. You know we only do this job for those beautiful moments we have with the bros. Well, Jim, I think you want us to carry on. I guess you're at a new spike base stirring up some subtle insurrection among the GS-6 angels. When the humor returns, Jim, I'll know that you're with us. You will always be with me, and I will always miss you.

by Joe Fox
McCall Smokejumper
Payette National Forest

SMOKE JUMPERS
McCALL, IDAHO

This tribute was read by McCall Smokejumper, Greg Beck, at the funeral service held for Jim Thrash.

Memories of Roger

Roger Roth

Roger loved to jump. I remember when he was offered the job in McCall. That's all he could talk about; am I in good enough shape, can I make it through training? We were rookies, bros, and I have never known someone with such a big heart and a never-quit attitude. I know that anyone who came in contact with Roger learned a little bit more about enjoying life. He loved to jump.

I knew there had to be some explanations for what happened that day; Roger was a very heads-up, competent firefighter. He put his own life in jeopardy to try and make sure everyone made it to safety. That's how we will always remember him; putting other people's needs in front of his own needs.

It was a long journey back to Michigan and Roger's home, weighted by the realization of why we were going—a necessary journey north. It was just as I had pictured it, sitting quietly along the shores of Lake Superior. A place Roger had so frequently talked about, buying some land and making a home with one door that would always be open.

His family greeted us with tears in their eyes and open arms. That was when the true emotional game began for all of us; looking at old pictures of Roger, taking a walk with his father while he pointed out some of Roger's favorite fishing and hunting spots. Listening to stories from his family and friends, and sharing our stories with them. One thing was for certain, Roger loved life and he loved to jump.

When the time finally came to say good-bye, standing there flooded with emotions, I realized that we would never really let him go. Nor would he let us go; always keeping that watchful eye. He has touched the lives of so many in such a unique way. The time has come now for us to celebrate his life, like he would. Roger, you are loved by all and will be DEARLY MISSED!

by Mark Koontz
McCall Smokejumper
Payette National Forest

SMOKE JUMPERS
McCALL, IDAHO

Mark, along with eight other McCall Smokejumpers, traveled to L'Anse, Michigan, to attend Roger's funeral. They spent several days talking and reminiscing with Roger's parents and friends.

Reflections on South Canyon Fire

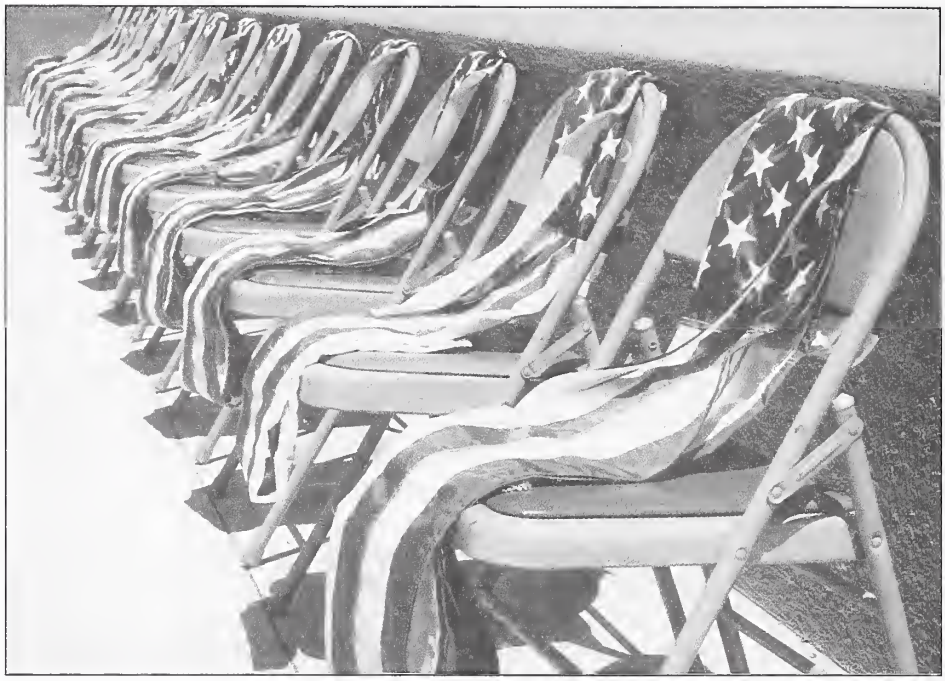
(The following article is a guest editorial and is personal perspective.)

Fourteen firefighters died in the South Canyon Fire, on July 6, 1994; McCall smokejumpers Jim Thrash and Roger Roth were among them. All of the Forest Service senses the loss, but no place more deeply than on the Payette National Forest—Jim and Roger's home base.

The Payette has one of the Intermountain Region's largest and most experienced fire organization, and the Forest Service's largest smokejumper base. Copies of the "South Canyon Fire Investigation" report in McCall are well worn from study. "We request that each of you review the findings and analysis of causal factors," the investigation team said, prefacing their report. "We further ask you to resolve to provide the leadership needed to give an extra margin of safety in all that we do and thus prevent a recurrence."

What happenened? The report provides a detailed analysis, showing that the simple, easy answer many are looking for doesn't exist. Some in the media seem eager to simplify the report's findings into "the firefighters were overzealous." The real answer is more complex. If you're a firefighter and read the report, you can imagine July 6, and how easily you could have been in that position.

Put yourself on the west flank with McCall jumpers Jim Thrash and Roger Roth, North Cascade jumper Eric Hipke, and nine of the Prineville Hotshots. You're on a steep mountainside. Dense oakbrush reaches higher than your head. Your only view of the fire is through the eyes of others whose voices you hear on the radio. The voices describe worsening fire behavior. Incident Commander Butch Blanco and Jumper in Charge Don Mackey radio messages to pull out to the ridge. Then Mackey descends to assist with the retreat.



At a memorial service in Glenwood Springs, Colorado, fourteen empty flag-draped chairs faced Storm King Mountain.

In an orderly fashion, your 13 teammates hike out through a tunnel of small, twisted oaks with their dense green foliage obscuring the spot fire below you. From near the top of the ridge above you, jumper Kevin Erickson and BLM firefighter Brad Haugh see the growing spot fire below you and yell to hurry. You race up the mountain.

The spot fire explodes up the mountainside, running 1,900 feet in 2 minutes. Flames 150 feet tall rise above you. Temperatures shoot to between 1,600 and 2,000 degrees Fahrenheit.

Just a few minutes separated death from the first signals that a blow-up was beginning. Only Erick Hipke and Scott Blecha chose to run rather than deploy their fire shelters. Hipke survived and Blecha died. The difference between them in their race for the top could have been less than two seconds. There was no one correct decision to run or deploy—only personal instincts, personal choices, and luck.

Erickson and Haugh who had been higher on the mountain, with a better view, recognized the intensity of the blow-up and escaped by running to the other side of the ridge.

Across the canyon, helitack crew members Richard Tyler and Robert Browning died trapped in a rock chute while trying to escape.

During the final 90 seconds when the 14 firefighters knew they were in trouble, it was too late to change the course of events that killed them.

The challenge to everyone who chases smoke is to study all the events in this tragedy and learn when more cautious judgements would produce greater margins of safety. The report identifies an array of related factors that acted in deadly combination, but with no single event alone clearly responsible.

Many of the firefighters remembered the 10 Standard Fire Orders and 18 Watch Out Situations. At lunch that day, several of the jumpers discussed the ones that were

being compromised. Interviews with survivors reveal that the firefighters on Storm King Mountain discussed concerns about their own safety, and chose to accept the risk.

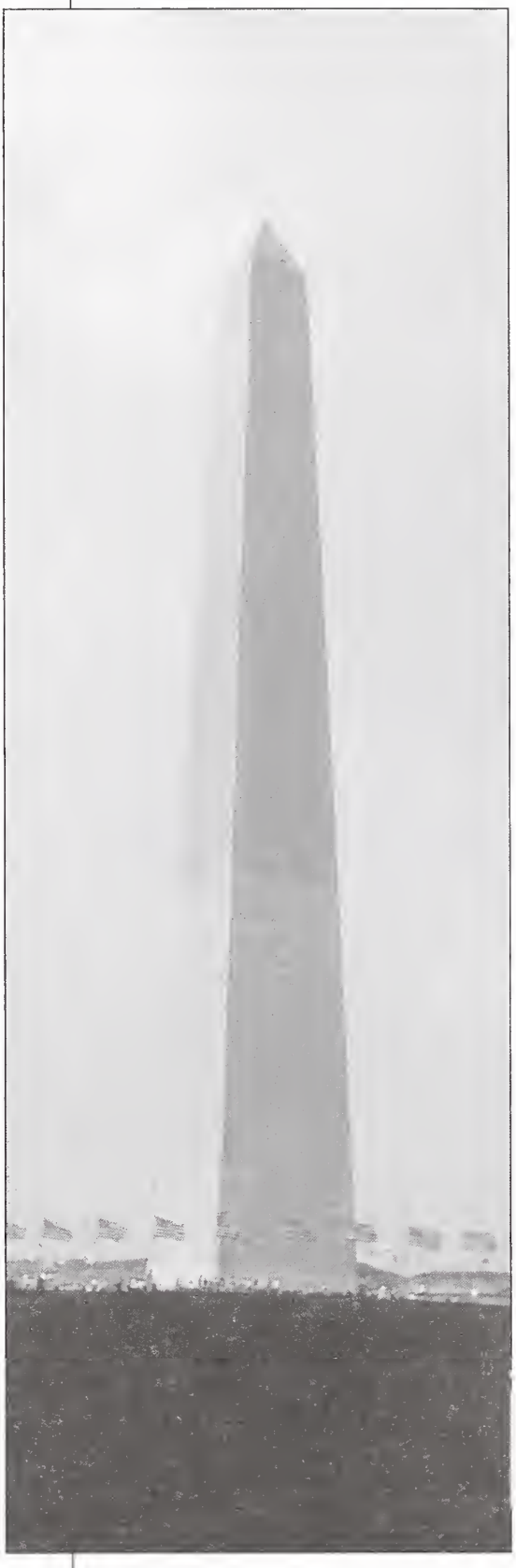
Highly flammable fuels, changing weather with increasing winds, and steep slopes magnified the results of their decisions. Not knowing there was a "Red Flag" warning for high winds may have contributed to the poor choices made.

They didn't believe how quickly fire behavior could change from the "creeping" ground fire to the explosive blow-up condition that took their lives. The hazard of increasing wind wasn't given enough consideration. The signs of an impending blow-up weren't recognized quickly enough. Safety zones were too far from crews and over routes too difficult to traverse.

Monday morning quarterbacking by those less experienced with initial attack of wildland fires seems unfair to those who died. But certainly, Thrash, Roth, and the other firefighters would want us to learn their history—so history won't repeat itself.

There's much to be learned from the South Canyon Fire, but one of the great lessons from the tragedy is that what is learned must also be consistently applied.

by Dave Tippets
Acting Communication Coordinator
Regional Office □



At the Washington Monument, fourteen flags, flown at half-mast, were in recognition of the fourteen firefighters who lost their lives on Colorado's Storm King Mountain, July 6, 1994.

PAYETTE'S FIRE FACTS

Did you know that on the Payette National Forest this summer . . .

- *290,000 acres (or 453 square miles) burned.*
- *Value of McCall homes and buildings threatened by fire - $41,865,526.*
- *Cost of fighting the fires - $63,133,000.*
- *Over 7 million dollars were paid to area businesses.*
- *15 structures were lost.*
- *124 miles of fireline were built.*
- *55 miles of hoseline were laid.*
- *9,000 flight hours were logged, doubling the 1989 record.*
- *125,000 pounds of material were recycled.*
- *780 temporary employees were hired.*
- *1,276 hand-held radios with 87 frequencies were used.*
- *678 port-a-potties and 440 miles of toilet paper were supplied.* □

A Minnesota Crew Vacations in Paradise . . .

THE PAYETTE!

Firefighters came from all over the United States to help the Payette Forest battle several large blazes this summer. One crew from Minnesota was spotted having lunch on a sunny slope after digging line all morning. They were enjoying sandwiches of pastrami on white bread and cans of a delicacy called Vienna sausages.

Firefighter Dave Wenner. Mmmm . . . love that white bread!

Aside from gourmet lunches, the crew enjoyed spiking out in paradise. They were even treated to spectacular waterfalls—especially Dave Wenner who got a close-up view when a military helicopter dumped a full water bucket load on him!

The crew says their team works well together, depending on each other to get the job done. They say this over the background noise of squad boss and self-described grunt, Larry Himanga, shouting that he "gets no respect."

Squad boss/grunt, Larry Himanga.

Despite Larry's rumblings, they were very well organized, and each person pulled their own weight—including Jennifer Casey, the smallest person on the crew. Jennifer stands just 4 feet 9 inches, and boasts that with her personal yellow pack on, she tips the scales at 100 pounds!

4'9" Jennifer Casey packs a chainsaw, keeping up the pace with fellow crewmember Chris Kane.

All in all, the Minnesota crew had a great vacation, and said they'd come back to paradise next summer . . . NEXT SUMMER?!

by Meghan Reynolds
Regional Public Affairs Office □

Fire's Other Aftermath

Prelude by Sonnet House
CONCERN Program Manager
Intermountain Region

In the normal course of work, many Forest Service people are potential victims of or witnesses to trauma. A traumatic situation becomes a "critical incident" when it is so unusually stressful that it causes immediate or delayed emotional reaction surpassing available coping mechanisms of those involved.

The effect of a critical incident is called Critical Incident Stress (CIS). CIS may be immediate or delayed and may be short or long-term depending on personal and environmental factors. If ignored, CIS may turn into what is known as Post-Traumtic Stress Disorder (PTSD). The symptoms of CIS and PTSD may include behavior changes such as alcohol/drug abuse, excessive absenteeism, poor job performance, depression or inability to get along with others. These changes are attempts to cope with emotional pain and anxiety.

The Intermountain Region's policy is to provide Critical Incident Stress Debriefings (CISD) to employees, and often family members, when a critical incident occurs. It's particularly important when a death occurs, when fire shelters are deployed, when employees help retrieve bodies during search and rescue, and when law enforcement personnel are involved in a shooting.

The CISD procedure in general is to provide mental health professionals through the CONCERN Program to "debrief" affected employees. The CISD Team from the Veteran's Affairs (VA) Hospital in Boise, Idaho, is one such group that has provided debriefing services to Region employees.

Following is an article written by Paul Helbach, a member of this Team, explaining what the Team does . . .

This year has been a record-setting year of forest fires in Idaho as well as the rest of the West. There will be much conversation, speculation, and analysis about "fire's aftermath." Ordinarily, the focus is on acres burned, timber killed and salvaged, rehabilitation plans, budget impact, etc. This article discusses the emotional aftermath, Post-Traumatic Stress Disorder (PTSD), and its initial treatment.

The fire season of 1994 is a vivid reminder of just how dangerous and lethal fighting fires can be. With any

high-risk profession, there exists the potential of its members experiencing emotional and psychological aftermath. PTSD occurs after a devastating psychological event that is outside the realm of usual human experience. The symptoms can be acute with immediate signs or delayed with days, months, or even years passing before any reactions surface. The most common reactions to a traumatic event are:

Sleeping and Thought Disturbances: Possible nightmares and frequently waking up. Intrusive thoughts and flashbacks of the event.

Anger and Guilt: Repeatedly going over the "What ifs," and "Why did this happen?" Generally, a feeling of responsibility, irritability, and possible outbursts of anger.

Depressive Mood: Withdrawing from people, feeling "numb". Possibly feeling a sense of doom and gloom about the future, and losing interest in things previously enjoyed.

Anxiety Reactions: A persistent feeling of being tense and nervous. May be hyperalert and unable to stay focused. May deliberately avoid situations that remind the person of the trauma.

It is extremely important to remember that persons exposed to a traumatic event will normally experience some of these reactions. PTSD can overwhelm a person's ability to cope, regardless of how well-adjusted and stable they are prior to the traumatic event. The 1994 fire season had several such events, i.e., the deaths of the firefighters in Colorado, the helicopter crash and deaths in New Mexico, and others.

PTSD, initially associated with combat war veterans, is now recognized to affect thousands of survivors of earthquakes, hurricanes, rape and other crimes; airplane, train, and automobile crash survivors; and emergency service workers such as paramedics, police, and firefighters.

The Boise VA's CISD Team is made up of mental health professionals who work with combat veterans and also have extensive training and experience working with survivors of natural and human-caused traumatic events. Having worked with the Intermountain Region for four years, we (the Boise VA Team) want to share with Region 4 employees what we do and the procedures of a debriefing.

Generally speaking, a CISD Team provides on-site support to normal people reacting to an abnormal event. The Team has spent time getting to know the unique work and personalities involved in firefighting through training, having a former Forest Service firefighter as a current staff and Team member, reviewing each incident afterward with the whole Team, staying abreast of current literature and research on CISD, and working with the Forest Service in traumatic fire situations. The Team functions primarily in three areas:

1. Educational Functions: Provides information before, during and after an actual firefighting incident to assist firefighters and support personnel in recognizing stress reactions, healthy adaptations, methods of stress reduction, and proper utilization of the Team. Provides information to supervisors and significant others on acute and delayed signs of PTSD (this article is an example).

2. On-Site Functions: The Team offers immediate support after a critical incident (usually on the scene within 24 hours), and begins to glean important information about what actually occurred and other details surrounding the incident. Strict confidentiality is maintained.

The Team's purpose is to facilitate a non-judgmental discussion of the involvement, thoughts, feelings, and reactions to the incident of those involved, thus mitigating the impact of stress reactions. Ventilating feelings and thoughts in a safe and secure environment accelerates the normal recovery process from an abnormal event. Research on PTSD shows that "talking it out" in groups or one-on-one has positive therapeutic effects.

That is what a "debriefing" is—"talking it out" with educational information also provided about critical incident stress, possible reactions, and coping strategies. The individuals involved in the traumatic event are usually debriefed in groups that experienced the trauma similarly so they share their feelings and responses to the event, and realize they aren't alone in their reactions. Those on the periphery of the event are often debriefed also; for example, members of the overhead team and support people.

If additional services are needed for persons after the debriefing process is completed, some of the following alternatives may be provided.

3. Post-Incident Follow-up Functions: Follow-up services are determined through assessment of involved individuals and the needs they demonstrate. Follow-up services can include:

- Providing additional and more specific educational material and programs.
- Following up with telephone calls to identified individuals.
- Arranging individual sessions with spouse and/or other family members.
- Assisting in the development of a peer support network.
- Making return visits with personnel and/or family members.
- Providing other services as the situation warrants.

For the Boise VA Medical Center's CISD Team, the experience of working with Intermountain Region firefighters and fire support personnel, as well as other employees involved in traumatic situations, has been professionally rewarding and mutually gratifying. The Team has learned much from its interaction with fire crews. The successful cooperative partnership between the VA and the Forest Service is an outstanding example of optimal utilization and care of our most valuable resource—dedicated and skilled people.

by Paul D. Helbach, RN, MSE
Boise VA Medical Center
CISD Team □

Fire Friendly Faces

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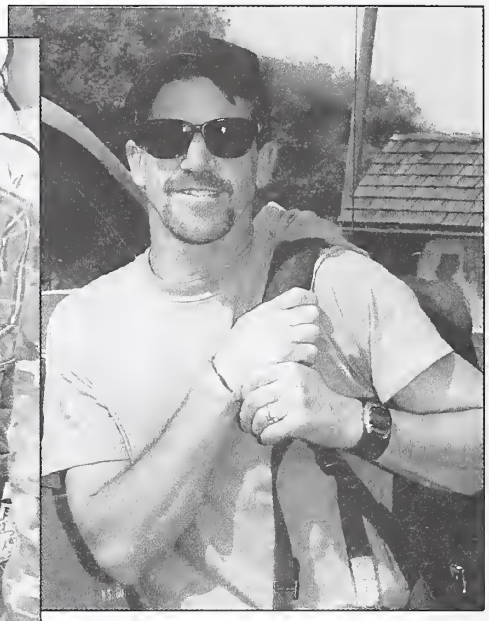

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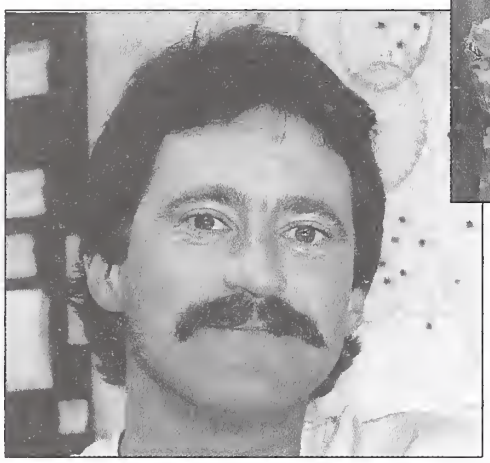

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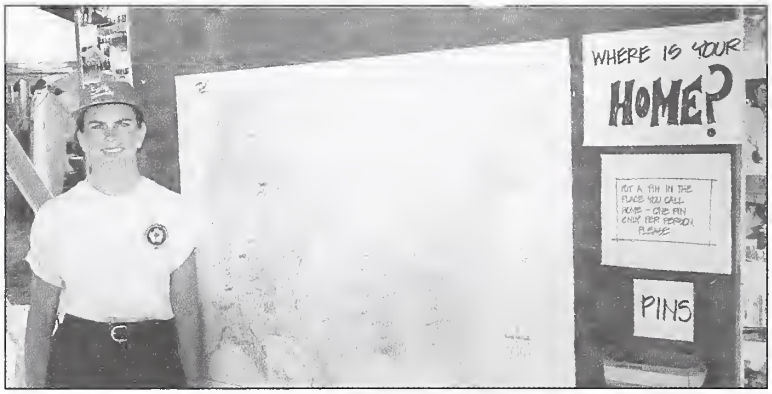

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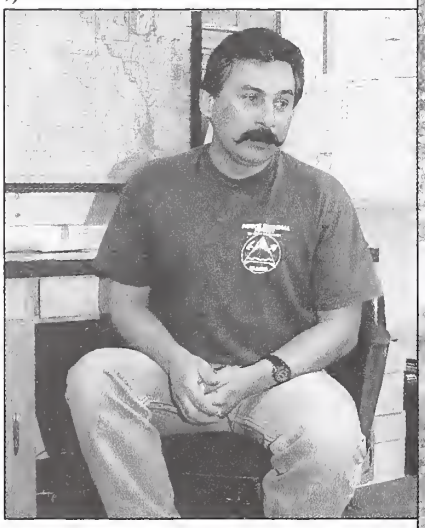

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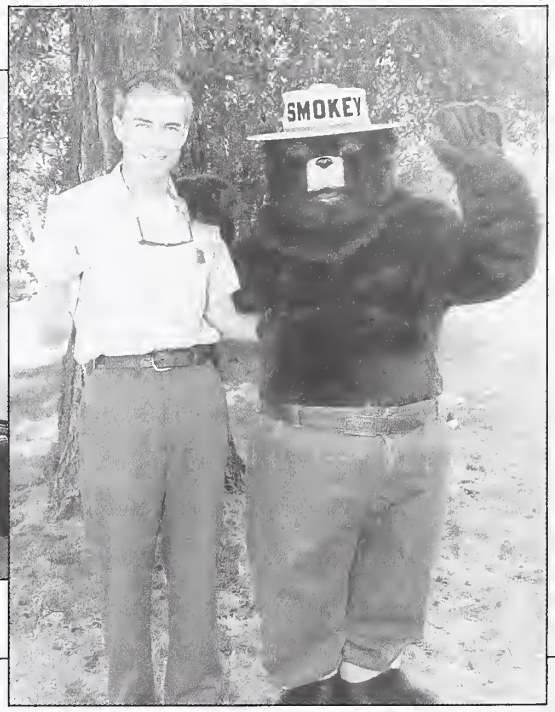

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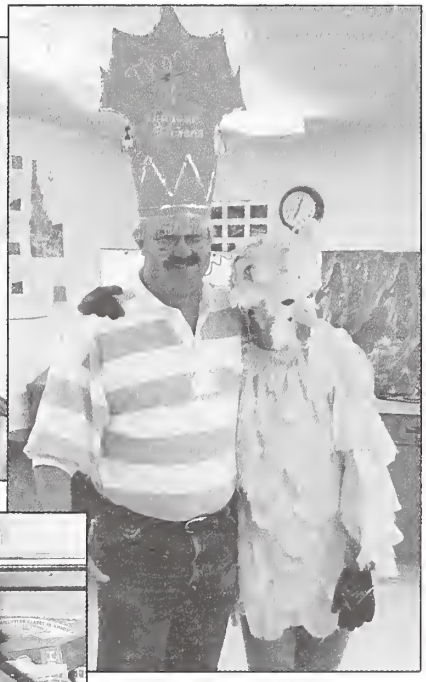

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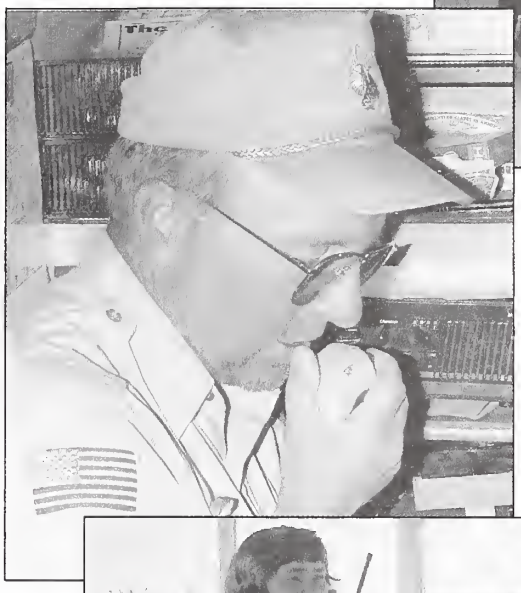

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13)

1) Gary Elliot, McCall District Resource Specialist, was the initial attack incident commander for several Payette fires. Elliot has never seen a fire season like this one. "It seems like even the rocks are burning!"

2) Disguised as an Assistant Warehouse Foreman, Council District Engineering Technician Dennis Marti doles out fire fashions to the National Guard. The warehouse issued 9,531 pairs of nomex pants, 5,943 nomex shirts, and thousands of tools this fire season.

3) According to Matt Willis, Price Valley (PV) Helitack's Lead Crewperson, morale has been outstanding this summer. The PV crew worked together as a team, effectively using their pre-season felling and rapelling training.

4) Steve Uptegrove, Krassel District Assistant FMO, said a big plus this fire season was the District's rapelling program. "About 30+ percent of Krassel fires were rapelled this year, since the rapellers are capable of going out in high winds—and we've had a lot of wind!" Not to mention hot air . . .

5) Forest Dispatcher Duke Norfleet is beginning to wonder what's a "normal" fire season, since they've been ranging from the big fire bust of '89 to 1993s year of R & R. This year has broken several records—290,000 acres have burned, and 1,548,000 gallons of fire retardant were dropped.

6) From where did you roam, requests Payette Public Affairs Officer, Susan Reinhard. Susan, who's the FIO on Roy Johnson's Type I Team, hasn't had to roam far from her Forest this summer. Fire assignments close to home include the Ruby Fire and the Corral Fire.

7) Not many Assistant FMOs can say they've had to dispatch fire personnel to a new fire while chauffeuring Smokey Bear in a parade. Jon Shaw can now add that distinction to his many other fire accomplishments. Shaw praises New Meadows District fire and non-fire personnel for their outstanding support and flawless safety performance this fire season.

8) David Olson, known to his Fire Information friends on the Payette as Byron, takes a break to smile with Smokey Bear. Olson, former Payette Public Affairs Officer, returned to McCall from his forest in Virginia to help with the fire effort.

9) Steve Dodds, Corral Fire's Facilities Unit Leader, ponders how in the world he'll get 500 mirrors and washstands for the military—they need to shave daily! Steve also had to hire a barber to visit camp twice a week to give the military haircuts.

10) "Thor and the Thunder Chickens" - a/k/a Keith Birch, Incident Commander on the Chicken Complex, and Nikki Dyke, Payette Fuels Specialist, cluck it up on Keith's Team close-out.

11) Steve Till, FIO on the Chicken Complex, gives the latest fire scoop to listeners of KCLK Radio. "KCLK" was started by Don Bollinger from the Southern Team to share fire information with people living in the backcountry.

12) Judy Puderbaugh reports yet ANOTHER fire on the Payette that she spotted from the War Eagle Lookout! Although it was a hot, busy summer, Judy keeps cool-headed with her motto to "take life easy and don't worry." Judy has been the War Eagle Lookout for the last 23 years.

13) "Please Release Me, Let Me Go," "I'm Leaving On a Jet Plane," and "Hey, It's Good To Be Back Home Again," are only a few of the demob tunes Vicki Vogel, Payette Resource Clerk, (left) and Karen Nabity from the Salt Lake City Geometronics Service Center, have heard this summer. Vicki assisted the fire effort since June, working as a status check-in recorder, dispatch recorder, and a timekeeper.

by Christie Kalkowski
NEPA Specialist
Stanislaus National Forest

and

Meghan Reynolds
Regional Public Affairs Office □

Firefighters foamed this historic structure at Burgdorf Hot Springs on the Payette N.F.

Crews wrapped the cabin at Carey Come Lookout in fire shelters, saving it from destruction by the Corral Fire.

A firefighter from Navajo 45 endures heavy smoke on the Rabbit Fire in the Boise National Forest. (Photo by Karen Wattenmaker)

Tools firefighters abandoned when the Chicken Complex burned Warren Summit serve as a stark reminder of the power of fire.

Shannon Autry, a member of the Wasatch Regulars, digs fireline on the Beaver Mountain Fire.

A member of the BLM Silver State Hotshots lights a backburn on the Blackwell Fire. (Photo by Roger Phillips, Star News, McCall, Idaho)

Engine crews had hoselays in place to protect Burgdorf Hot Springs if either the Corral or Blackwell Fires came too close.

Sawtooth Hotshot Tony Davis cuts fireline on the Rabbit Fire on the Boise National Forest. (Photo by Karen Wattenmaker)

Sawtooth Hotshot Matt Imes felled this burned snag on the Rabbit Fire on the Boise National Forest. (Photo by Karen Wattenmaker)

From the Editor

The Intermountain Reporter lost some continuity with the retirement last spring of editor Colleen Anderson. Since then, the Reporter has gone through a state of transition and several interim editors, and has been issued on an irregular basis.

I am excited to serve as the new editor of the Reporter, stationed on the Payette NF. For the past 3 years, I worked part-time on the Payette in public affairs and planning while finishing my degree in Environmental Studies. As part of a Regional Public Affairs Office experiment in "work to the ground," I am a new member of the RO-PAO staff, working remotely. I will handle the Intermountain Reporter and a variety of public affairs projects.

One of my goals is to produce the Reporter every other month. So keep those articles and photos coming in—just DG them to me on the Payette—M.Reynolds:R04F12A, and send the hard copies and photos to P.O. Box 1026, McCall, ID 83638.

Susan McDaniel, graphics/layout, and I will be experimenting with a new look for the Reporter and some new sections. "Viewpoints" is an attempt to get more reader interaction (see 'Spiritual Resource Management') and get new ideas flowing through the Intermountain Region. "Winners Circle" will feature employees who deserve recognition, while "Wildlife Wonders" will be an opportunity for the Region's creative writers and photographers to showcase their talent and highlight area wildlife. The "Smokey Central" section will feature articles and fun facts from you about Smokey Bear.

If you have any comments or suggestions on the Intermountain Reporter, please let me or Susan know. I hope you enjoy this special "fire issue."

Meghan Reynolds
Editor

*Editor's Note: Following is a special opinion piece from one of our readers. We've included it to get you thinking about the next issue of the Intermountain Reporter which focuses on Ecosystem Management, and to introduce "Viewpoints," a new periodical feature in the Reporter. This new section is for you, the reader. It's your opportunity to interact with your coworkers and share your alternative views on land management. We will run any viewpoint or viewpoint response comments that meet our editorial policy. Please send your responses on this article, or submit your "Viewpoints" opinion piece to: M.Reynolds:R04F12A.

Spiritual Resource Management

There's a new philosophy that's all the rage. Ecosystem Management (EM) is being touted throughout our organization as the savior for our national forests. Eager, young resource managers hurry to get on board the ecosystem express to atone for the sins of previous generations of forest managers.

Now, I appreciate the enthusiasm of these young professionals. This new science of EM has everyone excited, and I'm excited, too. It's clearly a step in the right direction.

However, a companion element, a critical element, has been left out of the EM equation. That element is the element of spirituality. I define spirituality as our perpetual search to emulate a higher order that prevails within the universe.

I think everyone can relate to this definition of spirituality. People search for the order of the universe in many different ways. Some search armed with a 12-pack of beer and a steelhead fishing rod, though this method cannot be utilized during normal working hours.

In my current job, I'm responsible for the production of Environmental Impact Statements (EIS). The EIS is a document assembled to provide the scientific background to enable a forest manager to evaluate the effects of a project proposal. I approached my first EIS with unbounded enthusiasm. I documented completely all the environmental consequences of the proposed action. The answer, the alternative to select, should then be obvious to the forest manager. It wasn't. Why didn't it work as I had hoped?

American business and the Forest Service have suffered from many illnesses over the last few years. Numerous theories have been advanced. The major problem is that science has been completely divorced from spirituality. For study of the spiritual element defies the western tradition of the scientific method. While my EIS provided me with all the scientific data I could possibly want for my project, it just did not replace the feeling I get when I walk through the project area and evaluate the existing harmony of order in the area.

You will find an order prevalent in the project area, whatever your proposed action might be. Perhaps the order has already been significantly altered by previous projects. The intended order of the project area can still be determined by giving the proper level of evaluation to the spiritual element.

I can see the smile on your face. But, maybe this isn't as crazy as it sounds. Perhaps the public and the Forest Service could agree on the preferred alternative because our spiritual evaluation might lead us all to the same conclusion.

A side benefit to a spiritual element in resource management is the opportunity to break down our compartmentalized roles in the planning process. It seems the search for the spiritual element would transcend the disciplinary boundaries we have placed upon ourselves. The usual interdisciplinary team (IDT) never achieves the characteristics that are desirable in a high performing team.

Why? Because of the boundaries we place on each other, there is virtually no chance for us to communicate in any element that is common to all of us. To the contrary, it actually encourages a narcissistic approach to our own resource. To overcome our narcissism, the spiritual element gives the process a communal element that all interdisciplinary team members can relate to. Who can guess where a discussion of the spiritual element might take your IDT?.

This will aid in developing a feeling of community among the members of the resource management team; and, perhaps help to mold the high performing team that is so difficult to attain.

So, the next time a major resource decision needs to be made on your district, have your IDT stop and think. Is all the evidence presented for your managers? Or . . . have you only presented the scientific evidence . . . and forgotten the spiritual consequences of the alternative?

by Steve Haydon
North Fork Ranger District
Salmon National Forest □

Mink Creek Watershed Analysis Offers Window of Learning

The scenario opens with a common experience of many forests in the Intermountain Region—a heavily-used recreation area near an urban center, a growing population who wants to squeeze a little more out of it, recognition that natural resources are finite, direction to implement ecosystem sustainability, and a deep, personal commitment to fulfill our stewardship role now and for future generations. Got the picture?

The Pocatello Ranger District on the Caribou NF is experimenting with an approach aimed to improve understanding of how to sustain ecosystems.

"The Mink Creek Area is literally in Pocatello's backyard," District Ranger Jerry Tower explained. The diverse area offers year-round recreation, from nordic skiing and snowmobiling in the winter, to mountain biking, horseback riding, hiking and camping in the summer. It includes summer homes, an organization camp, and private inholdings. It also contains a Natural Research Area (NRA), a municipal watershed, grazing allotments, Cherry Springs Nature Area, and developed recreation sites and trailheads along the main access road.

"The City of Pocatello gets about 20 percent of its water supply from the watershed, and Idaho State University and the local school district use the NRA and nature area as outdoor classrooms," said Terry Eccles, District resource specialist.

"Pocatello's growth has contributed to user conflicts," Eccles said. "We have mountain bikers who want restricted trails opened to them. We have horseback riders and hikers who like things the way they are. We have ATV and trail bike groups who feel they need more trails. We have people who don't care to see cattle on the hillside, and ranchers who depend on permitted grazing in the area."

"We felt it was time to take a step back and look at the entire watershed in a holistic way and work with our public in defining a desired future condition for all of the various activities going on," said Eccles.

The strategy includes a strong public involvement plan, cooperation with local university researchers, state and federal cooperators, and on-going dialog with local residents and industry about their National Forest. "Our intent is to employ all we know about sustaining ecosystems and create a working outdoor laboratory for all of us to learn how ecosystems work," said Paul Nordwall, Caribou Forest Supervisor.

"This effort is a microcosm of what needs to occur on a forest-wide, province-wide basis," Nordwall added. "Our hope is to learn about the physical and biological structure, function and composition of an ecosystem, how social and economic needs relate, and how we can find a balance that will sustain the ecosystem today and into the future." The hope is to apply what is learned to Forest Plan revision efforts.

Tower said a core team will describe the watershed's existing condition by assessing Forest Plan and monitoring information. Then the team will work with resource specialists and the public to define a desired future condition.

One starting point is a 1986 Clemson study project completed by former District employee Carl Linderman. "We'll use the work he did as a springboard, tap into our GIS technology for resource needs, and use project planning software for human resource needs that can capture costs, schedule the workload equitably and keep us on a realistic time line."

Tower hopes to complete the analysis by April, 1995. It will also be used to help identify projects that will move the District toward the desired future condition agreed to with the public. "We'll monitor the outcomes and adapt our management as we learn more about ecosystems," Tower said.

"By the way, our door is open to anyone who wants to get involved with this analysis," Tower said. "We're excited about the opportunities this experiment offers and encourage anyone who has an interest in helping us to step up to the plate."

by Linda Ward
Writer/Editor
Caribou National Forest ☐

Welcome Home, Sister!

Welcome Home, Brothers and Sisters. Love ya.

The Rainbow Family of the Living Light has landed, loved and left Big Piney, Wyoming for wherever it is they came from.

It was an unforgettable (and yes, I'd do it again) experience as the Deputy Incident Information Officer on Jim Krugman's Type 2 Team from Saguache Fire Center of Excellence (R2) on the Rio Grande NF in Colorado. I worked Information with Ron Jablonski, Rio Grande-San Juan NF. Fran Reynolds, Ashley NF, joined us for a wonderful, but brief, stint, along with Jacqueline Leonard, a trainee from R2. We also had R2's Dennis Neill (dubbed "Silver Tongue" by the Family) as Liaison Officer to the Rainbows. Our BLM teammates came from the Wyoming State Office, Cheyenne District and scattered Area Offices in Wyoming.

Some of the IC Team had worked on the Rainbow Family Gathering two years ago in Paonia, Colorado. They taught us that when the Rainbows hollered "Six-up", they were warning each other about unifomed officers in camp. There is a language to learn, you see.

The Rainbow Family of Living Light gathers by the thousands on National Forest System land to get back to Mother Earth and, on July 4, pray for world peace. Not a cause to find fault with, but one to be somewhat frightened of, both from a perspective of possible resource damage and public health and safety.

They're a lot like you and I—they just dress differently when they do wear clothes and operate on a more philosophical plane once they reach the gathering site. That would be 13,810 philosophical planes in Snider Basin on the Big Piney Ranger District, Bridger-Teton NF.

10,000 Rainbow Family members participated in the time of silent prayer on July 4. The silence is broken by a procession of joyful children singing and entering the large circle that is the Rainbow Family.

Over 1,500 children spent their days at the gathering having fun at Kiddie Village where Forest Service and other agency interpreters gave programs.

The gathering was managed this year from a 'recreational event' perspective. It's not considered an illegal gathering, but with over 13,000 people, we were likely to find some "bad guys".

A few suspects, including an alleged rapist, were turned over to Sublette County Sheriff's Deputies by the Rainbow's internal policing force, called the Shanti Sena. But most of the visitors to the Motel 6-Up Detention Center were anti-conformists who didn't have a driver's license, insurance or registration and thus won the captivating attention of the Wyoming Highway Patrol.

A change this year brought some law enforcement officers (LEOs) to patrol the gathering on horseback. Considering the Rainbow's resentment of authority and extreme hostility to the presence of firearms, the officers on horseback were received pretty well. Horse partrols appeared less obtrusive than officers marching through the gathering.

Coordinating law enforcement were Phil Swanson and Brenda Shultz from R2 and our own Chuck Hawkins from the Payette. Incredible job . . . can you imagine coordinating ten other law enforcement agencies, teaming up partners for patrols and being able to sucessfully communicate our mission of "managing" this gathering as officers rotated in and out for a few days at a time?? Add that to running out of hotel rooms and shifting some LEOs and overhead to roommate situations. Then add four or five game wardens from the Wyoming Game and Fish department, a barrage of missing/runaway or emergency notices, and scheduling a blood-born pathogen training session for each officer.

But somehow it all worked. That's Rainbow Magic, Brothers and Sisters!

We had plenty of media attention, did lots of contact and reassurance in the community through our daily updates, handled rumor control ("no, prairie dogs do not carry off their dead"), and even entertained a Wyoming Gubernatorial candidate who dropped by unexpectedly.

Our Team's sense of humor was bolstered by one specific phone call: Gentlemen's Quarterly magazine called for general information. For the rest of the gathering, we were all offering opinions as to what the "Best Dressed" Rainbow family member would be wearing in 1994, according to GQ, of course.

We also helped train the Wyoming Emergency Management Agency to handle this large, people-type event. They had a work space within the ICP and got a feel for the Incident Command System and how we managed the gathering. Two doctors from Wyoming public health walked through the gathering daily to check on sanitation and health, along with two folks to do water testing before, during and after the Rainbow's extensive and amazing water system was built.

The Team is also very grateful for the BLM engine crew from Rock Springs, Wyoming, who first responded to the eight-acre fire on Sunday, July 2, 1994. The three firefighters had a very tough time moving Family members out of the woods so that retardant could be dropped. They risked their safety to get the Rainbows to an open meadow amid shouts of government harrassment, refusals to leave the woods and general ignorance of the danger.

There is still an anti-government element alive and well inside the Rainbow Family. Mistrust, perceived abuses of the system, and conspiratorial dinner talk are still present—on both sides, actually.

But this year's advance work to get the community through the grieving process early, the 'recreation event' approach by the Incident Command Team and the incredible inter-agency coordinating job done by the LEOs showed there is a better way than confrontation to meet this challenge. We handled our responsibilities more professionally and more cheaply for the taxpayer.

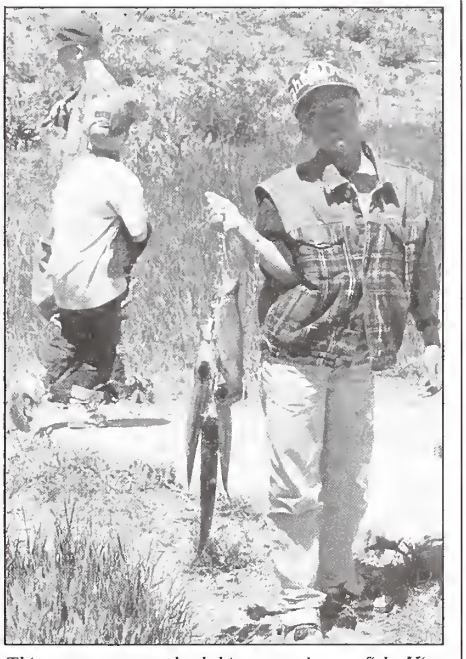
And that's where it's at - isn't it dude?? Like. . . .okay. Cool!

The Rainbows call me Zonie (zone-eee).

by Rose Davis
Public Affairs Officer
Caribou National Forest □

PARTNERS IN FISH

Caribou NF Hydrologist, Lee Leffert, works on the line of one of the outfits used as loaners for kids who didn't have a rod/reel set.



This youngster won both biggest and most fish. His largest was 14 inches long.

This past June, the Caribou National Forest hosted the All American Fishing Derby for kids (up to 15 years old) in southeastern Idaho. Led by Caribou NF hydrologist and fishing addict, Lee Leffert, the environmental educators for the derby included several officers from Idaho Fish and Game, and employees from the Bureau of Land Management's Deep Creek Area Office in Malad.

Hawkins Reservoir near Pocatello, the site of the Derby, was well-stocked thanks to our Idaho Fish and Game partners. Representatives from the different agencies provided each youngster with personal attention in discussing fish species, fishing techniques and water quality.

During the four-hour fishing festivity, nearly 80 kids participated and received goodies from gumballs to rubber worm and fishing hooks from national and local sponsors. At the end of the derby, each child that brought a bag of litter back to the registration area received a free ticket for a prize drawing.

Local sponsors in Pocatello, Chubbock and Blackfoot such as Wal-Mart, Payless Drugs, Ben Franklin Super Save, and national sponsors like Zebco, Plano and Johnson Reels provided the registration materials, start-up bags and prizes for the participants. Prizes, including two rod and reel sets, were given out for the Biggest Fish, Most Fish, Smallest Fish and the Casting Contest.

This is the second year the Caribou NF has held a Fishing Derby at Hawkins Reservoir. The Soda Springs Ranger District and its local agency partners also hold a well-attended Free Fishing Day celebration in Soda Springs for area kids.

by Rose Davis
Public Affairs Officer
Caribou National Forest □

Senior Executives View "Reinvention" in the Intermountain Region

Senior Executive Service (SES) candidates from several federal agencies across the country toured one of the Forest Service's premier "Reinvention Labs" this summer: portions of the Wasatch-Cache and Uinta National Forests. They also viewed Soil Conservation Service activities in Heber Valley.

SES candidates fill the top-level jobs in federal agencies. Nearly every United States Department of Agriculture agency was represented during the tour June 13-17 in northern Utah. They flew into Salt Lake International Airport, stayed at a downtown hotel, and visited the adjacent forests by tour bus each day.

On the Wasatch-Cache NF, participants viewed examples of "Managing an Urban National Forest." Projects included riparian area and stream rehabilitation in Mill Creek Canyon, Storm Mountain Ampitheater restoration, environmental interpretation at Silver Lake, and managing heavy recreation use and traffic in Big and Little Cottonwood Canyons.

The next day, participants considered "What's Different about Ecosystem Management?" They learned about Northern Utah ecosystems from Kamas Ranger District personnel, heard about joint planning efforts with South Summit County, and visited recreation sites along the Mirror Lake Highway. During the afternoon, they visited Heber City and heard Soil Conservation Service perspectives on interagency cooperation in the Heber Valley. The day concluded with evening activities in Park City.

The final session featured a talk from Roger Merrill, a management consulant with Covey Leadership. When the SES candidates flew back to their home bases, they took with them first-hand knowledge of Forest Service and Soil Conservation Service land management innovations in Utah.

by Cindy Chojnacky
Regional Public Affairs Office □

SES Candidates on a field tour pick up litter along the way. Whoever collected the most litter on the tours received a small prize.

Price District's Primitive Campground Gets with the Times

WANTED—One first class trailhead facility and quality creek crossing. Will trade one small, primitive, rundown campground and a sometimes dangerous low water ford.

This idea started a three-year effort by the Price Ranger District of the Manti-La Sal National Forest to provide outstanding facilities for users of the Fish Creek National Recreation Trail. As the project evolved, the District took advantage of the opportunity to involve a variety of people in planning and implementation. The District received a State of Utah Department of Natural Resources Non-Motorized Trail Fund grant of $16,300 to help with costs of the project, including purchase of an accessible SST for the trailhead.

The District obtained two trail bridge sections that were no longer needed at other areas to replace the ford located about one mile from the lower end of the trail. Even after the 62-foot bridge was taken apart, transporting it to the site without road access added a new challenge. Contact with the Utah Air National Guard turned this into a training exercise for a Blackhawk helicopter and crew. Their nine hours of flight time transported needed materials to the bridge site.

The Price District then hosted the Forest's annual work day in June to install a bridge and convert a small, primitive campground into a first-class facility that serves as the eastern trailhead for the Fish Creek National Recreation Trail. About 50 Manti-La Sal NF employees, along with volunteer family members and friends, participated. The group divided into several crews to work on a variety of recreation and trail projects including:

- Pouring cement and installing a new accessible SST.
- Installing a water trough and pipeline for the horse corral.
- Building a facility to help riders move between wheelchair and horse.
- Reconstructing a buck and pole fence.
- Reassembling and installing the trail bridge across Fish Creek.

The day ended with the District preparing an excellent dutch oven dinner for the hungry crews.

At various times during the field season, final touches were put on the projects by District trail and recreation crews.

Contributions of time and other resources to make the project a reality are worth about $30,000. Everyone is encouraged to bring their horses, camping and fishing gear and enjoy the beautiful scenery that is part of America's Great Outdoors on the Price Ranger District of the Manti-La Sal NF.

Utah Air National Guard helicopter preparing to move bridge pieces to the Fish Creek bridge site.

District Ranger Charlie Jankiewicz and Forest Supervisor George Morris support the bridge building crew.

Hard working crews construct facility to help riders move between wheelchairs and horses.

by Bill Broadbear
Forester
Price Ranger District □

Teach Them While They're Young

Members of a 16-person crew from the Job Training Program Act (JTPA), spent their summer building trails, cleaning campgrounds, pruning trees and picking up litter on the Ogden Ranger District. The crew is made up of high school students from Ogden's inner city area.

Crew leaders, Pat Gordon and JoAnne Nebeker, have a combination of nine years experience supervising and training JTPA youth crews. "The crew learns skills from on-the-job training, and they attend regular seminars on safety, drug and gang awareness," said JoAnne. "This group of young men really knows how to have fun while they work. It's impressive how much can be done in a short time. In most cases, projects are completed entirely by the crew, but there are times when they need the direction and expertise of Forest Service employees."

Why do they do it?

"For the challenge and the money! It makes you feel good when you finish a job you set out to do," said crew member Xavier Balli. "The best part of the job is working as a team—it's easier when you work together."

JTPA crew members hard at work, but having fun, on the Ogden Ranger District.

JoAnne Nebeker and the Ogden District's JTPA crew.

Their work is anything but easy! A normal day this summer found the crew digging holes, replacing broken barriers, and constructing an amphitheater at Anderson Cove Campground. In the words of Anthony Martinez, "This is the hardest work I have ever done. But if you work with your friends, the job isn't so boring."

The crew members are saving the money they earn for school clothes and lunches. Some say they want to buy a car, while others just like to have spending money.

The Ogden Ranger District is proud of the work these young men accomplished. Working in nature gave the crew a sense of pride by improving the ethics of these future users of public and private lands. The many projects they completed only became a reality through their hard work and dedication.

by Barbara Burgan
Public Affairs Specialist
Ogden Ranger District ☐

FROM WASTELAND TO WETLAND

A few years ago, roaring and rumbling broke the silence of Rock Creek Canyon every morning as heavy equipment began a daily routine of dredging rock. The rock was used to construct Upper Stillwater Dam, part of the Central Utah Project in the Uinta Mountains.

When the dam was finished, the borrow area remained. Pits dug into the canyon floor and mounds of gravel marred the sight of Rock Creek winding out of the mountains into the Uintah Basin.

In 1991, the Ashley NF entered into an agreement with the Bureau of Reclamation (BOR) to transform the borrow area into a wetland. Larry Allred, an engineering technician, led the project. Like a sculptor, he directed bulldozers and graders to carve a series of ponds fed by water diversions.

Today, where graders roared, Canada geese and mallards glide across the water, red-winged blackbirds sing in the reeds, and yellow warblers flit through the willows. Moose browse quietly. At dusk, bats swoop to feast on insects. Deer and elk come to drink as evening shadows deepen.

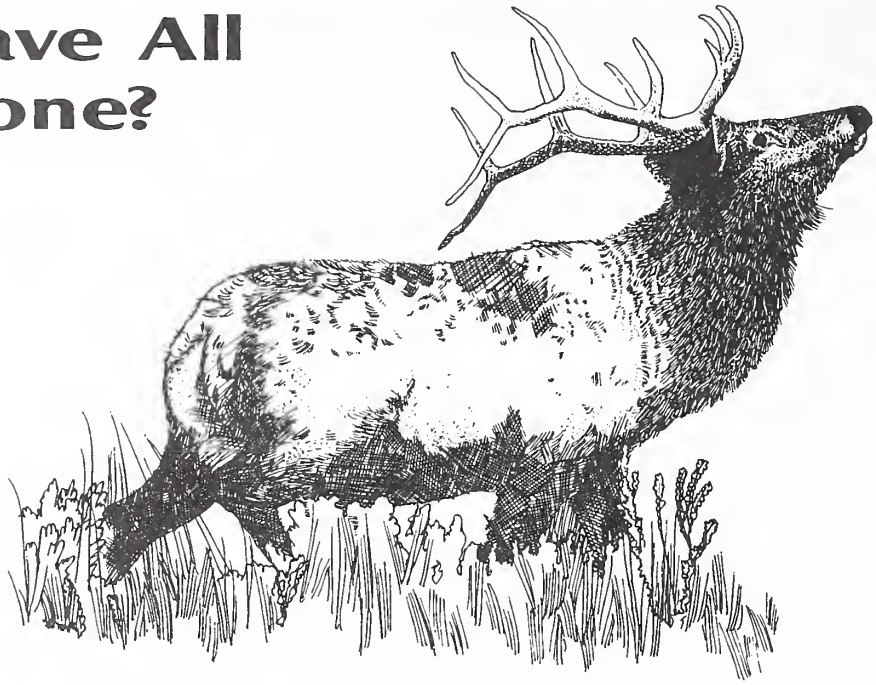
The BOR is transferring administration of the area, called Lower Stillwater Ponds, to the Forest Service. The Ponds will be managed for wildlife and fisheries values, in partnership with the Utah Division of Wildlife Resources.

Although the Ponds area was officially opened just this past June, it has already become a popular place to fish or simply watch the wildlife that have made the Ponds their home.

by Fran Reynolds
Public Affairs Officer
Ashley National Forest □

The wetland provides new homes for wildlife

Where Have All the Elk Gone?



Once again the old calendar signals winter is approaching—that splendid time of year when heavy coats are a must, snow marks its yearly arrival, and holiday cheer abounds.

Wintertime also signals a time of change for animals in and around Lemhi County. Because animals in the wild don't have the comforts we enjoy (like a warm fire or cup of hot chocolate) at their disposal, they must rely on their survival instincts, stores of fat, and winter coats to survive the winter weather.

Take elk for instance. How do elk withstand extremely cold temperatures? How do they survive winters when there is lots of snow? And where are they right now?

The story begins back in the fall. Around the end of August and into early September, after months of foraging and maturing, hormone levels in elk begin changing and the "rut" begins. The rut is characterized by bull elk bugling, grunting, and fighting amongst themselves to determine who will gain the right to mate with cow elk.

During this time, the bulls are using a lot of energy. Though they eat often, they consume very small quantities of food. As a result, they start cutting into their summertime stores of fat.

Once the rut ends, the bulls must begin feeding in earnest in order to restore the fat reserves they will need to get them through the winter. About the time rut ends, however, hunting season begins. Once again, elk are expending a good deal of energy, this time to avoid hunters. To avoid being detected, they will often feed at night and stay hidden deep in the trees during daylight hours.

As fall descends into winter, the length of daylight gets shorter and shorter. This triggers hormonal changes in elk which cause them to molt. Their light summer coats are replaced by a thick undercoat of hair. Fat layers and thick winter coats hold heat in, providing such good insulation that snow falling on the back of an elk does not melt unless air temperatures are warm.

Elk are so well-adapted to withstand the winter cold that it's actually easier for them to keep warm than to cool off. They can't lower their body temperature by sweating because they don't have sweat glands. On warm winter days, they seek out shady areas and move to higher elevations to keep from getting too warm.

To survive the harsh winter months, elk have become experts at conserving energy. Foraging for food in deep snow requires more energy than necessary, so they simply move to lower elevations or south-facing slopes that melt off earlier. These slopes are also referred to as winter range.

Because elk are very large animals, they must eat every day. To avoid heavy exertion, they tend to bed between meals. And they group into herds so that some animals can watch for danger while the others are feeding or sleeping. These behaviors help them save every ounce of energy they can, so it's available to escape danger and make it through times when food is scarce.

It's very important to leave elk alone during the winter, because they are struggling to survive. Remember, only view elk from a distance to avoid disturbing them and causing them to use energy unnecessarily.

Elk have evolved to develop specific mechanisms that allow them to withstand the cold winter months. As for us, we've developed a love for the warmth of the fire and hot chocolate.

by David Sabo
Forester
Salmon National Forest ☐

WHY DO LEAVES CHANGE COLOR IN THE FALL?

Have you noticed the leaves of some trees turning red and yellow in the fall? Aspen trees turn a brilliant yellow; maples turn red; and other trees and bushes turn bronze or brown. Shortly afterward, the leaves of these broad-leafed (otherwise known as deciduous) trees begin to drop.

What causes these changes? Frost is one possible explanation. But how do you explain the leaves that begin changing color in August, before the first frost? Day length is the answer. It's the shortening hours of daylight that tell the trees winter is coming. In response, a layer of tissue called the abscission layer, begins to form at the base of each leaf. This layer forms a barrier between the leaf and the twig, cutting the leaf off from the tree.

Meanwhile, the chlorophyll inside the leaf, which produced food for the tree all summer using sunlight, air, and water, breaks down. Chlorophyll gives leaves their green color. When the chlorophyll disappears, aspen leaves turn yellow, because yellow pigment in the leaves was masked by the green chlorophyll.

Some leaves keep right on making food after the abscission layer forms. Since the path back to the tree trunk is cut off, some food, mostly sugars, remains in the leaves. These sugars are what makes maple leaves look red. Colors vary a great deal depending on how much sugar is produced, and on the weather. Bright, sunny days and cold nights produce the brightest leaf colors.

Some trees don't lose their leaves in the fall - they're called evergreens. Their leaves, which are in the shape of needles or scales, serve the same function as broad leaves on deciduous trees, but they live for two or more years. Evergreen leaves are replaced gradually, so the tree is never bare of foliage.

When leaves fall from broad-leaved trees, their nutrients are returned to the soil as they decay. This increases the amount of humus, or organic material, in the soil and gradually improves it. If you leave a layer of leaves on top of your garden spot all winter, by next summer you will find that many earthworms have made their homes beneath the leaves. This not only makes for healthier soil but makes the search for fishing worms a short one!

Here are some ideas for having fun with leaves:

- Make a leaf collection: press your favorite leaves flat between two books, then glue them onto construction paper.
- Make leaf rubbings: place a leaf on a desk or table, with its underside up. Cover it with a sheet of thin paper. While holding the leaf and paper in place, use the side of a crayon to color the paper over the top of the leaf.
- Be a leaf detective. Look at leaf colors near your home. How many different colors can you see? What has the weather been like and how do you think it has affected the trees? Have you noticed whether the fall colors have been brighter or duller than last year? Are the colors of trees in your yard different from the colors of trees only a mile or two away?
- Perhaps best of all is the leaf hill. Rake all the leaves in your yard into one big pile. Then leap and dive and burrow into the pile. Wait in ambush for passers by, pretend you are an earthworm or mole busy at work in your underground home, or just enjoy the peace and quiet of a lovely fall day.

by Louise Brannon
Writer/Editor
Salmon National Forest ☐

Hellos and Good-Byes . . .

Fall is a time of change. The days are getting shorter and daily temperatures are dropping. And like us, plants and animals are taking note of, and adjusting to, the changes.

Sunflowers and other annuals have dropped their seeds and died. Many perennials, such as daisies and balsamroot, have put all their energy into their roots, and the above ground portions of the plants have died. Willows, aspen, and other deciduous trees have dropped their leaves. A few plants, of course, stay alive and green all winter long. Sagebrush, mountain mahogany and evergreen trees are examples of this type of plant.

Like plants, animals are also adapting to the changes. Some do so by flying south to warmer climates and more food—this is called migration. Say farewell to summer friends such as many of the ducks (teals, wood ducks, and goldeneye), warblers, flycatchers, wrens, swallows, thrushes (hermit, Swainson's, bluebirds), hummingbirds, blackbirds, sparrows, and other song birds.

While migration means the absence of many of our feathered friends, it also provides a brief opportunity to make the acquaintance of others. Birds which summer north of here in Canada and Alaska pass through Lemhi County on their way to winter homes.

As many birds leave the area, a few move in for all or part of the winter. The bald eagle and rough-legged hawk are two of our more visible winter visitors. Keep your eyes open and you might spot a bohemian waxwing, tree sparrow or snow bunting as well.

Birds, of course, are not the only animals that make changes to accommodate winter. Big game animals—and the animals that prey upon them—move down the mountain when temperatures drop and snows get deep. Elk, deer, bighorn sheep, mountain goats, and even moose become more visible as they gather on the surrounding foothills.

Like the birds that migrate south, some of our local mammals also disappear for a while. But they don't move away; they just go undercover for a while. The black bear and some of our bats are examples of animals that sleep through the coldest weather curled up in a cozy den, crack, or cave somewhere. Mice and voles remain active but fairly invisible in tunnels beneath the snow, surfacing only occasionally to look for food. Most insects overwinter in the form of eggs or a chrysallis (like the caterpillar). The monarch butterfly is one of the few insects that actually migrates south, to return the following year!

Forest grouse have perhaps the most unusual response of all to winter. Blue, spruce and ruffed grouse move UP in elevation, where they roost in and feed on the needles of evergreen trees. On the very coldest of nights they plunge into deep snowbanks to keep warm.

Be on the alert as the fall season progresses. See how many changes you can note around your home, on the school grounds, and in the surrounding mountains. How are you preparing for the coming winter? How are your preparations the same as and different from those of the plants and animals in Lemhi County?

by Patricia Hurt
Environmental Education Coordinator
Salmon National Forest ☐

"The wisest mind has something yet to learn."

—George Santayana

The Himalayan Snowcock in Nevada

Once, the world's five species of snowcocks were found only in Central Asian mountains in countries like Afghanistan and Kashmir. Today, you can see one of them in the Ruby Mountains and East Humboldt Range of northeast Nevada. And, because the Audobon Society has declared the Himalayan snowcock now "naturalized," a sighting can be added to the "Life List" that avid birders maintain.

The first snowcocks came from Pakistan by porter, pony, jeep and airplane. The first release in the Ruby Mountains was in 1963, but these birds soon disappeared. The Nevada Division of Wildlife then established a captive breeding bird program at their game farm in Yerington. Between 1963 and 1979, many releases of their progeny were made in the Ruby Mountains.

The snowcocks accepted their new home and are now found in glacial carved cirques, alpine meadows and open ridges above 9,300 feet. The snowcocks forage in groups that fly downslope early in the day and feed uphill, clucking and cackling constantly. They forage on grasses, sedges and forbs year-round, and occasionally roots, bulbs and berries.

The snowcock, sometimes incorrectly referred to as a "snow partridge," weighs between 3 and 6 pounds. It's gray-brown all over with tan streaking above and is similar in appearance to the chukar partridge, except larger. Four to six eggs are laid in a scratched hollow on the ground. While the hen sits, the cock-bird keeps constant watch, issuing a warning whistle if danger approaches.

The nearness of steep cliffs and slopes for escape is critical to the birds' survival. A sentinel bird keeps watch, so approach to these wary birds is difficult. Their only predator here is the golden eagle in summer. Snowcocks remain in their high elevation habitat all year long.

Snowcocks will occasionally retreat to small scattered stands of limber pine and whitebark pine at these high elevations to escape very deep snows. Due to severe weather and the hazard of avalanches, winter travel to the birds' habitat is not recommended.

Because the population has done well, Himalayan snowcocks have been hunted since 1980. A 30-day season coinciding generally with the month of September is permitted. Bag limits have remained constant since 1980, 1 daily and 1 in possession.

For those interested in the opportunity to see the Himalayan snowcock, the following areas are recommended:

East Humboldt Range:
- Hole-in-the-Mountain Peak-11,306 feet.
- Humboldt Peak-11,020 feet

Ruby Mountains
- Old Man of the Mountain-10,660 feet
- Verdi Peak-11,074 feet
- Thomas Peak-11,316 feet
- Ruby Dome-11,387 feet
- Wines Peak-10,893 feet

Most of these areas are in designated wilderness, and the high country is usually snowed in from October through June. Although a few of the above peaks are in proximity to trails, all require an arduous cross-country climb from the trails. High power binoculars and telephoto lens are a necessity. Please limit your disturbance to the birds, especially during the breeding/brooding season in mid-to-late summer.

The Ruby Mountains Ranger District has an information sheet available that answers many questions about the bird, its habitat and how to find it. Tracking down the Himalayan snowcock promises to be very difficult—but well worth the effort!

(Information in part from Nevada Division of Wildlife and J.Bland thesis)

by Linda WhiteTrifaro
Zone Wildlife Biologist
Humboldt National Forest □

CARIBOU or REINDEER ?

While learning about reindeer, Dorothy Olson's second graders discovered that these animals are also known as caribou. How come? they ask.

Probably because they can be so easily tamed and taught to "rein".

It's in northern Europe, where the Laplander people have domesticated caribou for centuries, that they are known as reindeer. In North America, they are almost always referred to as caribou.

To this day, the Laplanders tend herds of reindeer wandering across the arctic tundra, much like the large bands of sheep that roamed the American West in the early 1900s. Laplanders use reindeer for meat and clothing, as pack animals, and even to pull sleds or sleighs.

There are a few domesticated caribou in this country. They are descendents of Alaskan caribou captured by cowboys and brought to Oregon years ago. The cowboys, hired by an Oregon man, waded into the vast migrating herds and roped animals as they filed past. Once back to Oregon, the caribou were tamed and taught to pull wagons and sleighs. Even today, the descendants of these "rein"deer appear in Christmas programs all over the country.

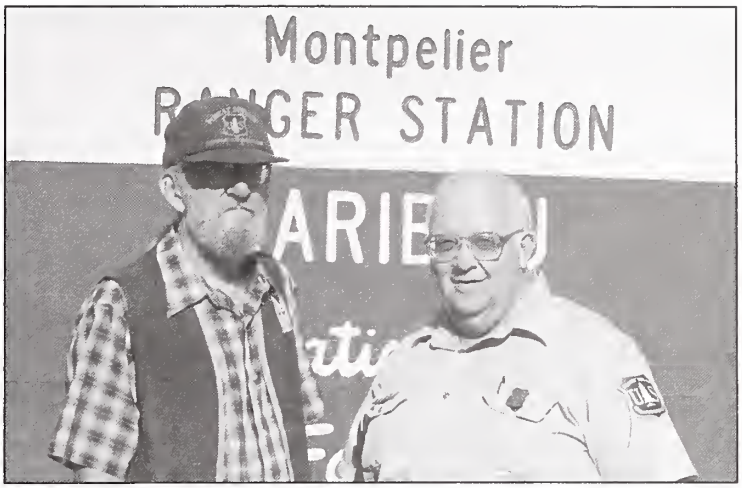
Caribou are a true member of the deer family. Though similar in many ways to other family members, several differences are worth noting. They are intermediate in size between mule deer and elk, and like them, caribou have antlers that are shed and regrown every year. Unlike deer and elk, however, female, as well as male, caribou grow antlers. The female's antlers are much smaller and more irregular than the impressive sweeping arc of a mature bull's rack. Caribou also have much larger feet than other members of the deer family. Their tremendous hooves are well-adapted to moving across the boggy tundra and snow where they live. And in the winter, they feed entirely on a strange group of plants called lichens. Lichens, made up of an alga and a fungus living together, can be found growing as scaly patches on rocks, as leafy plants on the ground, or almost like hair hanging down from the branches of trees.

Scientists say that caribou and reindeer all over the world belong to the same species, meaning they are basically all the same animal. However, there are several different subspecies of caribou, just as there are many different breeds of dogs. A creature of the north, caribou range across Canada and Alaska from coast to coast. At one time, when Idaho was a very different and colder place, caribou roamed almost to the southern border of the state.

Today, only a few dozen wild caribou still remain in Idaho. They live in the Selkirk Mountains at the very northern tip of Idaho. They are called woodland caribou and are probably the rarest native mammal still living in the lower 48 states. Biologists from Canada and the U.S. are working together to learn more about them and protect their habitat in an effort to prevent them from vanishing from Idaho. Let's hope their efforts are successful.

by Mike Scott
Idaho Department of Fish and Game

Caribou Campground Host Wins National Honor!



Carl Parker (Willie Nelson's twin) and patrol pal Delmar Derricott.

Carl Parker gets mistaken for Willie Nelson a lot. And while adjusting his pony tail and stroking his beard, Parker says "Yea, first time folks look up, they must think there's an 'ol hippie walkin' into their camp."

Carl Parker won the 1994 Volunteer of the Year Award in the Campground Host Volunteer Service category. He welcomes campers, picnickers and trail riders in the largest campground on the Caribou National Forest. He has been the host at Willow Flat Campground nearly five seasons and says the people keep him coming back.

"People come first," says Parker "and I come back every year for the people. Especially the kids. They love it here then go home and tell their folks, and next time the whole family comes to camp."

Carl has an affinity for names too, according to his seasonal patroling contact, Delmar Derricott. "I've been a schoolteacher in Preston for 34 years, and Carl amazes me with his ability to remember names." That's no small feat, according to Derricott, considering Willow Flat Campground gets ten to fourteen thousand visitors in the four months it's open. "Thursday through Saturday we could see about two thousand people out to camp, hike, picnic or to attend a reunion in one of the group use areas."

Derricott is very happy to have Parker hosting Willow Flat's visitors. "I can go home with some peace of mind when I know Carl's there," said Derricott. "In fact, folks will stop and ask if Carl will be coming back and they're happy to know he'll return as Host the following year".

Carl has a unique way of telling Derricott about campground problems. "When I drive up, Carl never indicates he has a problem. He's not upset. He just says he has some 'points of interest' for me to check out," explains Derricott.

Five years ago, Carl responded to a want ad for Campground Hosts in a Good Sam publication and sent in his application. He didn't know what forest or park he might be asked to work in. When he received a printout matching his application with available recreation spots, he saw the Montpelier Ranger District's Willow Flat on the list. "I sent a letter to Tat Smith (Supervisory Forester) right away. I gave him four days to get it and 30 seconds to read it and then I called him up. And here I am."

And we are so glad. Carl has volunteered over 2,500 hours of his time to ensure our customers enjoy their stay. He speaks gently of the campground rules, "walks the talk" as he carries his plastic garbage bag with him on his rounds, answers questions about trails, nearby Cub River, nature in general, and the Forest Service Mission, and speaks quietly to the occasional rowdy camper to change those behaviors. In 1994, Carl brought his people skills to the Montpelier District to talk to hunters in the field.

Congratulations to Carl Parker—Campground Volunteer Host of the Year for 1994! Thanks for being an exceptional part of the Caribou NF family.

by Rose Davis
Public Affairs Officer
Caribou National Forest ☐

"Learn as though you would never be able to master it; hold it as though you would be in fear of losing it."
—Confucius

Wilderness Rangers . . . to the Rescue!

Left to right, Sheila Buckland, Melinda Pittis, and Sheriff Forrest Bright.

Mountain View District Wilderness Ranger Sheila Buckland, and Volunteer Wilderness Ranger Melinda Pittis were awarded Certificates of Appreciation by the Uinta County Sheriff's Department.

While on their way to the High Uinta Wilderness on the Uinta/Wasatch-Cache National Forest, they found a vehicle accident. A trailer had detached from a pickup truck and sideswiped another pickup with a cab-over camper. The side of the camper was torn open, throwing two young boys out; one was seriously injured.

Sheila and Melinda were one of the first on the scene and provided emergency care to the boys until an ambulance and Uinta County deputies arrived. After emergency personnel took over, they continued to assist in traffic control and securing the scene.

The boys who were thrown out of the camper, 14-year-old twins Brandon and Justin, are the sons of Regional Office Computer Specialist, Jolene Berry. Brandon was not seriously hurt, but Justin suffered from a head injury, along with a broken arm, collar bone, and jaw. He was life flighted to Salt Lake City, and spent a month recuperating in the hospital. Justin is improving and is able to attend school part time.

On August 24, at the Mountain View District Office, Uinta County Sheriff Forrest Bright, and Under Sheriff Lou Napoli presented Sheila and Melinda with certificates and thanked them for their cool-headed actions and assistance.

The Berry family is very grateful to Sheila and Melinda, and thanks them for all their help.

This is Sheila's second season as a Wilderness Ranger. She came to Mountain View, Wyoming, from her home in New York. Melinda, a New Jersey native, just completed her first season as a Volunteer Wilderness Ranger.

by Robert Odden
Minerals Forester
Uinta/Wasatch-Cache
National Forest □

Clair Beasley Wins Award

Deputy Regional Forester Clair Beasley received a Secretary Honor Award "for participation in the USDA National Performance Review Team's outstanding effort to develop recommendations for reinventing USDA." Clair was a member of the USDA Team that supported Vice President Gore's National Performance Review Board to examine government regulations. He was then selected to serve on the Forest Service Reinvention Team. □

TIPS ON TIPPING

The practice of tipping began in the late 18th century, when a London coffeehouse placed a box near the door that bore the acronym "TIP" (for "to insure promptness"). Anyone wanting rapid and special attention slipped a penny in the box upon entering.

Today, tipping involves quite a bit more than a penny. Although the amount you leave may vary with the quality and type of service, the American Automobile Association recommends 15 to 20 percent of the bill to restaurant servers and $1 to a cloak room attendant; $1 per bag to a hotel bellman; $1 a day to the room maid; and $1 to the doorman who hails a cab.

Regional Interpreter of the Year

She was walking three feet off the ground and wearing a smile from ear-to-ear . . . Nancy Courtney, a temporary employee on the Pine Valley Ranger District of the Dixie National Forest, had just learned that she was selected as the Regional Interpreter of the Year for the Intermountain Region.

Beginning in 1991, Nancy has worked diligently to plan, develop and present a diverse interpretive and conservation education program for the Pine Valley Ranger District. The programs range from evening campfire presentations and the KEEPERS (Kids Environmentally Educated Protect the Earth's Resources) program at the Pine Valley Recreation Area, to conservation education programs for school and civic groups.

The evening programs are presented every Friday and Saturday night from Memorial Day to Labor Day. Nancy lines up a Forest Service interpreter to introduce and close all of the programs to insure the public leaves each program with a clear and consise resource message. This year, over 3,700 people attended Nancy's programs.

Developed to reach children 6 to 12 years old, the KEEPERS programs include guided walks and nature activities following Nancy's principle that conservation education is better "caught than taught." Over 400 children enjoyed this year's programs, and that doesn't even include the many parents who stayed around for the fun!

Nancy's other conservation education programs were developed to get the message out to the community and schools. The intent is to reach children at an early age and plant a seed of conservation ethics.

The special program Nancy created for 1994 was, "Smokey's Surprise." Developed with the District Fire Management Officer, Tom Suwyn, this puppet show stressed the importance of fire prevention and was part of the District's celebration of Smokey's 50th birthday. Nancy wrote the script and worked with other District employees to present the show to 28 second grade classes and numerous groups throughout the community.

Nancy's enthusiasm for the interpretive program has caught on with her co-workers who are often drafted as volunteer presenters or helpers. And, her statement that, "I accept this award as a District recognition," indicates she is as quick to share the credit as she is her enthusiasm and the work!

Congratulations, Nancy!

by Mark E. Van Every
Public Affairs Officer
Dixie National Forest □

RISE Crew Rises to the Top!

The RISE crew is a special group of people. Campers at Yellowpine Campground know it, co-workers on the Duchesne Ranger District know it—and the Chief of the Forest Service knows it. In May, Jack Ward Thomas selected the RISE crew to receive a National Volunteer Award.

RISE (Residential Services, Inc.) is a private, state-funded organization that provides work experience and training for adults with disabilities to enable them to live independently. Sue Wight, Recreation Forester, and Joe Bistryski, Duchesne District Ranger, established a volunteer agreement with RISE under which 18 participants performed campground maintenance in Rock Creek Canyon during the summer of 1993.

At first, progress in learning and performing tasks was slow. But, under the direction of campground hosts Ann and Charlie Bertola, and RISE staff members, the volunteers' confidence began to grow. By the end of the summer, Joe says, crews were "self-directed and self-inspected."

Work experience brought about remarkable changes in individuals. One woman refused to talk to other participants or Forest Service employees when she started the program; by the end of her second week, she sat down beside Charlie, nicknamed "Cowboy" by the RISE crew, and declared that "Charlie is my friend." A man who initially refused to work was directing a three-person crew by the end of the summer; he has since obtained a job in the private sector. Another woman gained enough confidence to live in a private apartment rather than a group home. Finally, a young woman who insisted she could not handle her wheelchair alone learned to scrub picnic tables, carry water, and get around campgrounds independently; now she says her goal is to become Miss Wheelchair Utah within two years.

Joe acknowledges that a significant benefit for the Duchesne District was the savings in operation and maintenance funds, "but that was only secondary. The greatest benefit for us was learning how much ability people with disabilities have. We also learned that facilities we thought were fully accessible actually are not. We're working on modifying them, with help from RISE."

In May, RISE volunteers were presented with a National Volunteer Award plaque by Acting Forest Supervisor Brent McBeth. The ceremony was recognition of a job well done, and a rousing kick-off for another challenging and rewarding summer in Rock Creek Canyon.

by Fran Reynolds
Public Affairs Officer
Ashley National Forest □

Who Had a Bang Up 50th Birthday? Smokey Bear, That's Who!!

The Sawtooth National Recreation Area (NRA), the Sawtooth National Forest, and partners and friends, helped Smokey Bear celebrate his 50th birthday year with parades, rodeos, community parties and his own hot air balloon flying over Sun Valley and Ketchum, Idaho.

Smokey Bear, Woodsy Owl and Tim Neville, Sawtooth NF Fire Prevention Officer, attended the 4th of July parade and rodeo in Hailey. The three-day Labor Day and Wagon Days celebration in Ketchum saw Smokey and friends riding in the parade and visiting local businesses. Balloon pilot Bill Chapel would climb into the Smokey-shaped hot air balloon every morning and soar above the Wood River Valley.

The Eastern Idaho Fire Co-op presented Smokey with a six-foot birthday cake made from forest products, and lit with 50 twelve-inch candles! With the help of the Idaho Falls and Shoshone BLM, the cake made its way to Smokey's big birthday parties and to the Wagon Days Parade. Over 1,000 adults and children attended the parties held at Sawtooth NRA Headquarters Visitor Center and Redfish Lake Visitor Center. Cake, punch, cookies, popcorn and other donated treats were enjoyed.

The Sawtooth NF, BLM and local community firefighters put on demonstrations of pumper trucks in action. Sawtooth NRA Timber Specialist Jim Rineholt and crew operated a children's active timber display and demonstrated safety in chainsaw use. Sawtooth NRA Interpretive Specialist Carol Cole organized the Smokey Olympics, which made learning about matches, woodstoves, and campfire safety an educational and fun affair for children and adults. Ken Britton, Sawtooth NRA Recreation Planner, and his band from the Sawtooth NRA provided music, and Rebecca Hom, story teller from Twin Falls, entertained guests during the parties. Forest Supervisor Jack Bills, Area Ranger Paul Ries, and Assistant Area Ranger Dave Kimpton all helped Smokey cut and serve his cakes.

A big thank you to all the community businesses, friends and partners who contributed time, money and refreshments. Special thanks to Information Assistants LuAnn Linsenmeyer, Michelle Speich, Bernie Hartz, Helmut Purrer and Roma Nelson for planning and producing the festivities.

Smokey Bear went back to his home in the forest a tired, but happy bear! □

ELY KIDS CELEBRATE WITH SMOKEY

On August 9, the Ely Ranger District of the Humboldt National Forest threw a birthday bash for Smokey Bear and invited all the town's children. About 50 kids helped Smokey celebrate his 50th birthday with lemonade and cookies. When it was time to go, the kids took home Smokey souvenirs of coloring books, balloons, bookmarks, and pencils.

Smokey was quite happy with his birthday party—but he was especially happy with all the attention he got from the kids. Smokey says "thanks" to Pat Maestes, Resource Clerk, and SCSEP enrollees Adrienne Heusser, Jean Baker and Gloria Schuh who made his party a smashing success!

by Gladine Patras
Support Services Supervisor
Humboldt National Forest □

Two children went home and came back with hand-drawn birthday cards for Smokey. This photo shows them giving Smokey his cards.

Several children wishing Smokey a Happy Birthday. All the children were given lemonade and cookies, as well as Smokey souvenirs.

Smokey Bear's Message Takes a New Form

He stands slightly over 5 feet 5 inches tall. Leaning on his shovel, one foot slightly in front of the other, hat sitting squarely atop his head, he stares solemnly forward, nose tilted up, carefully sniffing the air for a scent of smoke.

This cleverly designed, woodcarved replica of Smokey Bear is the newest member of the Toiyabe National Forest's Spring Mountains National Recreation Area (NRA) family. Over the years, Smokey Bear has been immortalized in numerous ways: on posters, belt buckles, and even as salt and pepper shakers. But this Smokey Bear is definitely unique.

The Smokey Bear woodcarving was once a sturdy pine tree growing in the Lovell Canyon area of the NRA's Spring Mountain range. This summer, vandals shot at and then chopped down the tree. Unfortunately, the vandals were not caught in the act. Fortunately, not all was lost. Patrick Garrett, a firefighter with the Mtn. Springs Volunteer Fire Department, a firefighting cooperator with the Forest Service, saw a piece of artwork in the making.

A wiry, energetic, and unconventional man with a sparkling twinkle in his eye, Patrick Garrett took up woodcarving as a hobby in 1986 after retiring from his job as an Architect Inspector. Before that time he had never tried woodcarving. Since then, Garrett has immortalized himself with the wood sculptures he has done for such places as the Mt. Charleston Hotel and the LUXOR Hotel and Casino on the Las Vegas Strip.

This particular woodcarving of Garrett's has some unusual features. For example, Smokey's hat, which was the trunk of the tree after it had been chopped down, still has the remnants of four bullets as well as the ax marks of where it had been vandalized. Two forking branches of the tree now form Smokey Bear's legs. The limb that leaned out forms his forward leg and the straight limb forms the back leg. Most everything on the bear has been

Patrick Garrett and his woodcarving.

painstakingly carved with a chainsaw except for the nostrils and the belt buckle which says '50' in honor of Smokey's 50th birthday. As a finishing touch, Garrett carefully burned the bear with a blue-flame torch to achieve the rich colors and shadings of Smokey's fur, adding dimension to its already lifelike qualities.

As with all of his woodcarvings, Garrett did not use a picture to create his artwork. He created the woodcarving strictly from an idea in his head. From start to finish it took 20 hours to create.

Garrett donated the Smokey Bear woodcarving to the U.S. Forest Service. It will be used as part of a combined fire prevention and resource protection display in the lobby of the Las Vegas office. "We really thank Patrick for this impressive donation of his time and talents," said Mark Blankensop, Fire Management Officer for the Spring Mountains NRA. "We will use the woodcarving to really hit home with our fire prevention message while also making people aware of the natural resource damage that occurs due to vandalism," Blankensop said.

by Betty Blodgett
Public Affairs Specialist
Toiyabe National Forest □

September 8, 1994

Rogers Thomas
North Fork Ranger District
Salmon NF

Dear Mr. Thomas:

I'm writing to commend two members of your staff, Norm Ando, River Recreation Manager, and Linda "Rab" Walton, Lead Boatperson, for their outstanding performance in supporting the recent 1994 Passport in Time (PIT) Project. My wife and I worked on the PIT Project to assess and inventory prehistoric and historic sites in the Salmon NF along the main Salmon River.

It's difficult to summarize all the highlights of the superior job that Rab and Norm did, since they made so many substantial contributions toward the success of the trip. They are both excellent boaters, and emphasized safety as a key element in the project.

I was struck by the devotion which Rab, Norm, and the other Forest Service employees have to the stewardship of the natural and cultural resources of the river and surrounding country. I feel very fortunate that my wife and I were selected to participate in this well-thought-out and highly professional effort. The competency and enthusiasm displayed by Norm and Rab bring honor and distinction to your Ranger District.

Sincerely,

/s/ Thomas Hearne, Ph.D.

Susanne Smith
North Fork Ranger District
Salmon NF

Dear Susanne:

What a thoughtful person you were to prepare all that material for me last August concerning Long Tom Lookout. I drove by what used to be Indianola Ranger Station on Indian Creek . . . I imagined I could pick out the tent where I'd lived 40 years ago as I was receiving training from Mel Hyatt and Joe Denny prior to being put up on Long Tom as a lookout.

Thank you, Susanne, for being so thoughtful and so efficient as an Information Assistant. I hope our paths will cross again.

Sincerely,

/s/ Joyne N.M. McDermott

August 30, 1994

Ronn Julian
Cascade Ranger District
Boise NF

Dear Mr. Julian:

This past month, I spent eight days in the woods looking at the Spruce Creek timber sale. I would like to commend Pops and the rest of your layout folks for the excellent job they did in laying out this complicated sale. It was a pleasure to have maps, photos, and unit descriptions that matched precisely what was laid out on the ground . . . The attention to detail and thoroughness saved me valuable time and effort on some tough ground.

I can assure you that this kind of professionalism and high standard of work is not always the case. I appreciate and applaud the efforts of those who laid out this sale.

Sincerely,

/s/ Ken Postma, Logging Contract Supervisor
Boise Cascade Corporation

Cyd Weiland
Emmett Ranger District
Boise NF

September 4, 1994

Dear Ms. Weiland:

In June, I was driving along the road to Crouch when a small truck coming toward me lost control and swerved directly in front of my car. At impact, I hit their truck broadside . . . the truck rolled up over my hood. As I got out of my car, I saw a young woman lying on the edge of the roadway, asking what happened and where her companion was. I saw the young man lying on the far side of the road, he did not seem conscious.

I felt utterly helpless and unable to render aid to the young man, so I returned to the girl. Suddenly, several young men came . . . they attended to the boy, directed traffic, and asked other travelers to summon help. I learned that these young men were part of a Hot Shot crew—Jay Guest, Chris Simonson, and Rob Christensen. I believe this team rendered top quality assistance in an emergency without hesitation. I am so grateful for their quick, disciplined, conscientious actions. Please convey to these young men my gratitude for their presence, then . . . and now!

Sincerely,

/s/ Pat Admire

August 2, 1994

Jim Tallerico
Spring Mountains NRA

Dear Mr. Tallerico:

Our family went camping at Lee Canyon in the Dolomite Campground this summer. The campgrounds were nicely maintained, which made for easy set-up and a comfortable stay.

Unfortunately one night, some loud campers had reserved the campsite next to us. Dan Hawkes, District Law Enforcement Officer, along with William Ikner, a Metro Resident Officer, came to the scene. We were very impressed with the professionalism and calm demeanor with which these gentlemen handled the situation. They assured us that we could stay and enjoy the rest of the day in peace.

It is officers like Dan Hawkes who uphold the image of calm, fair support that is expected in law enforcement. We would like to thank him and let it be known what an outstanding officer he is!

Sincerely,

/s/ Bart and Linda Boulton

Jim Nelson
Toiyabe NF

August 10, 1994

Dear Mr. Nelson:

We (residents of Trelease Lane in both Nevada and California), wish to sincerely thank the courageous firefighters who defended our properties and saved them from being destroyed by the Crystal Peak Fire near Verdi, NV.

Several of our homes would probably be nothing more than a pile of ashes and debris had it not been for them . . . what a relief it was when we saw our homes were still standing and unharmed. Some say we were really lucky. We were lucky—lucky to have such efficient firefighters available.

Please convey our gratitude to the units that were involved, they certainly deserve to know how much we appreciate their efforts.

Sincerely,

/s/ The Residents of Trelease Lane

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (M.REYNOLDS:R04F12A) and a hard copy to Meghan Reynolds, Payette NF, P.O. Box 1026, McCall, Idaho 83638. Photos to accompany text are to be sent to the Editor separately.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

Roll Call

ASHLEY NF

Length of Service

LUCINDA POTTER, Business Management Clerk, Flaming Gorge RD - 20 years.
SHEREL GOODRICH, Ecologist, SO - 25 years.

Resignation

YVETTE CONVERSE, Student Trainee - Fisheries, Flaming Gorge RD

Retirements

ALAN G. BAIRD, Landscape Architect, SO.
BRENT W. FORD, Forestry Technician, Flaming Gorge RD
MILTON J. WILKINSON, Maintenance Worker, Flaming Gorge RD
HOMER E. BOONE, Maintenance Worker, Flaming Gorge RD
EVERETT J. LEMONS, Telecommunications Specialist, SO.
MARY E. WISE, Purchasing Agent, SO.
BURL D. TWITCHELL, Facilities Manager, Flaming Gorge RD
LLOYD H. BARTLETT, Supervisory Forester, SO.
KENNETH D. LESH, Supervisory Civil Engineer, SO.
DAN R. LABRUM, Civil Engineering Technician, SO
JANETTA J. GARDINER, Accounting Technician, SO.
DOLLIE M. ROCKWELL, Budget Analyst, SO.
GYETEN D. GOODWIN, Civil Engineering Technician, SO.

BOISE NF

Group

JESSE GREEN, Supervisory Civil Engineer; ANN HELTSLEY, Forestry Technician; CHRIS DAVIS, Resource Clerk; ROY WILSON, Supervisory Forester; KOLE BERRIOCHOA, Supervisory Forestry Technician; DAN DOLATA, Forester; DIANE MCCONNAGHEY, Computer Specialist Technician; TOM ALLEN, Engineering Equipment Operator; and CATHY ANDERSON, Safety & Health Manager - In recognition of outstanding contribution in support of the Safety and Health Program by taking the initiative to identify problems and recommend solutions in the areas of Safety, Health and Hazardous Chemical Management.

MICHAEL MAHLER, Purchasing Agent; RYAN BARKELL, Forestry Aid; TODD DEMASTERS, Forestry Technician; TONY DEMASTERS, Forestry Technician; SHANNON HITCH, Forestry Technician; KELLEY SAYLORS, Forestry Technician; RICHARD STILES, Forestry Aid; MICKEY YARDLEY, Forestry Technician - all Idaho City RD; and MARK LEIS, Forestry Technician, Cascade RD. For outstanding contribution to the successful completion of the District's 1994 spring tree planting program.

EMMETT DEMASTERS, Engineering Equipment Operating Leader, and road crew members THOMAS ALLEN, PHILIP TAIT, GUY MCKINNEY, KENNETH POND, DEROLD JULIANTO, EDWIN JONES, VINCENT STRAWBUCK, all SO - For contributing extra effort to accomplish spring snow plowing while maintaining an accident-free work record. Efforts resulted in cost savings for road maintenance section.

Spot

GREGORY BROWN, Forestry Technician, Emmett RD - For quick, thorough and sensitive response to the river accident at Dogleg Rapids on July 3, 1994.
LARRY CARROLL, Forestry Technician, Emmett RD - For prompt coordination with volunteers and hands-on accomplishment in the Ranskin boat ramp reconstruction.
TAMARA JENNER, Computer Specialist, SO - For creative and timely assistance in producing visual aids for presentations including the R4 Ecosystem Management Workshop.
NADRA KELLOGG, Publications Assistant, SO - For creative and timely assistance in producing visual aids for presentations including the R4 Ecosystem Management Workshop.
ETHAN BISHOP, Forestry Technician, Emmett RD - For quick, thorough and sensitive response to the river accident at Dogleg Rapids on July 3, 1994. Also for hands-on accomplishment in the prompt reconstruction of the Danskin boat ramp.
EDITH NELSON, YCC Enrollee, Cascade RD - For recognizing safety comes first in the workplace and declining to perform a task you deemed unsafe.
JOHN CRUM, Coop Ed, SO - In recognition of John's extra effort and his contribution of ideas in the construction of the Bull Creek Trail Bridge.
MONTE WILLIAMS, Hydrologist, Idaho City RD - For immediate response and recognition of BAER involvement in the Bannock Creek Fire, and for bringing suppression, rehabilitation, and salvage together.
SCOT SUGG, Forestry Technician, SO - For outstanding contributions to Public Affairs through the 1994 season, resulting in some of the most outstanding fire photography in the nation.
RICH BROWN, Lead Forestry Technician, SO - For outstanding contributions to Public Affairs through the 1994 fire season, resulting in some of the most outstanding fire photography in the nation.
KAY COFFMAN, Personnel Assistant, SO - For outstanding assistance to the Personnel Section on the Carson NF. Kay worked on computing temporary time and retirement estimates.
KENNETH THOMPSON, Forester, Emmett RD - For exceptional skill, accuracy and timeliness in delineating timber stands on serial photographs for ongoing timber projects.
DAVID HALE, Supervisory Forester, Emmett RD - For exceptional perseverence, creativity and a "never say never' attitude in developing parnerships and implementing projects in the South Fork Payette River corridor.
KENNETH BAKER, Forestry Technician, Emmett RD - For "above and beyond" support and teamwork to engineering and fire management during 1994.
GREGORY BROWN, Forestry Technician, Emmett RD - For exceptional service and excellent public contact as "eastside" prevention patrol during the summer of 1994.
RAYMOND CHAMBERS, Forestry Technician, Emmett RD - For exceptional service and excellent public contact as "westside" prevention patrol during the summer of 1994.
CONNIE COULTER, Forestry Technician, Emmett RD - For exceptional awareness and service as "alternate" fire lookout during the summer of 1994.
CAROL ROSS, Forestry Technician, Emmett RD - For "above and beyond" support to engineering and fire management during 1994.
FRANCIS WHITE, Forestry Technician, Emmett RD - For exceptional awareness and service as Silver Creek lookout in the summer of 1994.
JERRY ROSS, Forestry Technician, Emmett RD - For exceptional awareness and service as Scott Mountain lookout during the summer of 1994.
KEVIN MASON, Forestry Technician, Emmett RD - For exceptional leadership and "pinch-hitting" in the summer of 1994.
JIM MCCORMICK, Forestry Technician, Emmett RD - For exceptional awareness and service as Tripod Peak lookout during the summer of 1994.
RANDY MILLER, Forestry Technician, Emmett RD - For outstanding initiative and leadership in fire management during the summer of 1994.
SHARON WHITE, Forestry Technician, Emmett RD - For exceptional awareness and service as Silver Creek lookout in the summer of 1994.
CHARLIE MUNDEN, Forestry Technician, Emmett RD - For "above and beyond" support and teamwork to engineering and fire management during 1994.
KATHY MOFFIS, Forestry Technician, Emmett RD - For "above and beyond" support and teamwork to engineering and fire management during 1994.

Special Act

NADRA KELLOGG, Publications Assistant, SO - For the consistent, exceptional quality of your work, your personal professionalism and your devotion to exceeding expectations every time which has immeasurably enhanced the quality of our public service.
FORREST LUDWIG, Forestry Technician, Idaho City RD - For outstanding dedication to the tree cooler operations during the District's 1994 spring tree planting program.
PHIL CANODY, Forestry Technician, Idaho City RD - For outstanding contribution to the successful completion of the District's 1994 spring tree planting program.
BONNIE COX, Personnel Clerk, Idaho City RD - For assistance with purchasing duties during the absence of the purchasing agent while performing regular personnel duties. Your perseverance is greatly appreciated.
LINDA YOUNGER, Information Assistant, Idaho City RD - For achievement in working with the Volunteer Program to bring qualified volunteers to Idaho City to work at the Visitor's Center.
CHERYL TEETER, Resource Clerk, Idaho City RD - For your organizational skills in revamping the business management office and in picking up additional duties during the absence of the purchasing agent. Your time and dedication is appreciated.
MARY GOODE, Supervisory Accounting Technician, SO - Supervised FY94 payments totalling $120,000,000+ for the largest dollar figure since the unit was established.
COLLEEN ANDERSON, SCSEP, SO - For outstanding contributions to the Public Affairs office and the front desk the summer of 1994.
MARY TUFFIELD, SCSEP, Idaho City RD - For consistency and accuracy in preparing the timesheets' leave balances and ensuring all information is in place prior to giving to the personnel clerk for input into the system.
KENDALL WAUGH, Forester, Lowman RD - For exceptional attitude and effort toward making the workplace and the Lowman community better in all aspects.
ELIZABETH LUND, Supervisory Forestry Technician, Lowman RD - For outstanding energy in developing the Wildland Firefighter Joint Apprenticeship Training Program as an entry level recruitment opportunity on the Boise NF.
ROBERT PATTON, Supervisory Forestry Technician, Cascade RD - For exceptional effort in developing a Model 75 Wildland Fire Engine proposal for the Intermountain Region and implementing a prototype design on the Boise NF.
HAZEL HAWLEY, Procurement Clerk, SO - For excellent service in processing procurement work above and beyond normal requirements during the week of 5/23/94 and for special effort in assisting and inputting data into the new Region 4 emergency equipment rental agreement program.
ETHEL HILL, Procurement Assistant, SO - For excellent service in processing procurement work above and beyond normal requirements during the week of 5/23/94.
JOYCE FERRICK, Accounting Technician, SO - Outstanding Performance Rating for FY 1993.
CHERYL COLVARD, Hydrology Technician, Idaho City RD - In recognition of the extra effort displayed during the completion of three GIS projects. Cheryl had to learn GIS while completing the work within a short time frame.
TODD MILLEN, Hydrology Technician, Idaho City RD - In recognition of exemplary work in the layout and preparation of contracts for the Rabbit Creek Road Stabilization Project. Todd pioneered the use of GPS to speed layout and contract preparation, as well as developed new contract specifications.
LUZ MORENO, Personnel Clerk, SO - For consistent quality service provided to the Engineering Group in the area of personnel.

GEORGE LONG, Forestry Technician, Lowman RD - For regularly going the extra mile to organize and accommodate the people occupying crew quarters. Every year for the last 3 years, George has improved his approach and methods, and as this task keeps getting harder as we increase numbers of employees, 1994 has been his best. His work to organize and house seasonal employees as they arrive, most often after regular working hours, is an accomplishment that needs to be recognized by all supervisors who benefit from his efforts.

Length of Service
JOHN STEGER, Supervisory Civil Engineer, SO - 35 years.
JACK COON, Civil Engineer, SO - 30 years.
JANET BANNON, Computer Assistant, Cascade RD - 20 years.
JEFFERY CLARK, Forester, Emmett RD - 20 years.
STEVEN WILLIAMS, Resource Assistant - 20 years.
DANE LEE, Helitack Foreman - 10 years.

Time Off
RONALD ZIMMERMAN, Supervisory Contract Specialist, SO - For extra effort and time spent working on contract administration during the period of time other Contracting Officer's were gone to fire assignments.
KENNETH BAKER, Forestry Technician, Emmett RD - Kenny has maintained the highest standard of quality in all the projects he has performed this year.
CAROL ROSS, Forestry Technician, Emmett RD - Carol has maintained a very high standard of quality in all the projects she has performed this year.
WILLIAM RAUTSAW, Forestry Technician, Emmett RD - Bill has demonstrated a high level of accomplishment this season as COR in the planting of 1,000 acres on the Emmett RD.
CHARLES MUNDEN, Forestry Technician, Emmett RD - Charlie has maintained a high standard of quality in the projects he has performed this season over and above his regular duties.
BRENDA BUTTERFIELD, Forestry Technician, Emmett RD - Brenda has maintained a very high standard of quality in the projects performed this year over and above her regular duties.
KATHY MOFFIS, Forestry Technician, Emmett RD - Kathy has maintained a very high standard of quality in all the projects she has performed this year over and above her regular duties.
DEAN MOFFIS, Forestry Technician, Emmett RD - For an exceptional job in helping coordinate initial attack, serving as acting AFMO as appropriate, and generally "holding it all together".
DIANE CHAMPION, Support Services Supervisor, Emmett RD - For exceptional service, teaching ability and cheerfulness in performing your duties during the "shortstaffed" summer of 1994".
JEFFERY CLARK, Forester, Emmett RD - For exceptional leadership and thoroughness during your tenure as acting TMA in August, 1994.

Appointments
KARRIE GAVIN, Student Trainee - Information Receptionist (high school coop ed) Mt. Home RD.
THOMAS J. CLIFFORD, Student Trainee - Hydrologist, Lowman RD.
ELENA MILLER, Lowman RD, Information Receptionist.
DARLENE MASON, Lowman RD, Office Automation Clerk.

Promotions
CATHERINE ANDERSEN, Engineer, SO, to Region 10, Juneau AK, Safety & Occupational Health Manager.
CLARK WALLIS, Umatilla NF to SO, Personnel Asst.
JAIME VAZQUEZ, Accountant, SO.
JASON THRONGARD, Personnel Management Specialist, SO.
LINDA BRYANT, Forester, Emmett RD
ROBERT GROOM, Forestry Technician TSA, Lowman RD.

Promotions in Place
JANET BANNON, Computer Assistant, Cascade RD.
MICHAEL "KEITH" DIMMETT, Forester, Cascade RD.

Reassignments
STEVE MEALEY, Forest Supervisor, to Project Manager for the Upper Columbia River Basin Environmental Study.
CATHY BARBOULETOS, Deputy Forest Supervisor, to Acting Forest Supervisor.
MICHELLE MCCAMMON, Idaho Panhandle NF to Wildlife Biologist, Cascade RD.
MYRA BLACK, Mt. Home RD to Range Land Management Specialist, Tally Lake, MT.
JUSTIN JIMENEZ, Wallowa-Whitman NF to Fishery Biologist, Lowman RD.
MORRIS HUFFMAN, District Ranger, Lowman RD, to District Ranger, Emmett RD.

BRIDGER-TETON NF

Spot
CORA NELSON, Accounting Technician, SO - $250 for demonstrating superior performance by processing the paperwork for the Collection/Third Party Draft desk while Accounting Technician was on detail, plus superior performance by performing your own duties in a timely manner, during normal work hours.
KATHY NASH, Office Automation Clerk, Jackson RD - $50 for assuming the duties and responsibilities of two Resource Clerk positions, continuing as primary T&A and personnel clerk, and providing necessary training as needed to benefit personnel on the Jackson District, all above and beyond the requirements of the position.
ELWOOD BURGE, Rangeland Management Specialist, Big Piney RD - $100 (given by the Modoc NF) for outstanding service to the District Range Management Program while on a detail to the Warner Mountain Ranger District, Modoc NF.
LINDA MERIGLIANO, Natural Resource Specialist, Jackson RD - For placing second in a contest for reduction of computer space (by 81 percent), deleting unnecessary and obsolete material, and archiving material that may be needed in the future.
BARBARA SIMON, Resource Clerk, Jackson RD, and MARRILYNN SHOEMAKER, Computer Programmer Analyst, Jackson RD - For helping organize contest for reduction of computer space by deleting unnecessary and obsolete material and archiving material that may be needed in the future. Graphs were posted and updated weekly. Both assisted with archiving and instructing for more efficient filing space (by 81 percent), deleting unnecessary and obsolete material, and archiving material that may be needed in the future.

Promotions in Place
BRIAN ROWAN, Telecommunications Specialist, SO
MARSHALL MARTIN, Engineering Equipment Operator Helper, SO.
WILLIAM FOURNIER, Support Service Specialist, Buffalo RD.

Reassignments
JEANNE SMITH, Information Receptionist (Typing), Grey's River RD to Resource Clerk, Grey's River RD.
JAMES CATHEY, Range Technician, Jackson RD, to Forestry Technician, SO.
ROBERT W. BURLESON, Forestry Technician, Challis NF, to Forestry Technician, SO.

Resignations
LARRY ANDRYSCO, Purchasing Agent, SO.

CARIBOU NF

Spot
NANCY POOLE, Resource Assistant, SO - Above and beyond the call of duty for exceptional effort in purging, cleaning and reorganizing the mailroom and storage area in the SO, while effectively and efficiently completing all of her other duties.
AGNES LEWIS, Resource Clerk, Montpelier RD - For dedicated effort in completion of fire time reports during an extreme fire year and part-time absence of Support Services Specialist.
JAY KING, Botanist, Soda Springs RD - For personal and team effort which allowed the Botany Program to meet targets during fire assignments and Walla Walla details. Award is from the Payette NF.

Length of Service
SHERYL COOK, Support Services Specialist, Montpelier RD - 20 years.
CAROL LYLE, Supervisory Range Conservationist, SO - 20 years.
ERIC MATTSON, Forestry Technician, Montpelier RD - 20 years.
CLARENCE ATKINSON, Forestry Technician, Montpelier RD - 10 years.
RICHARD VANBEBBER, Rangeland Management Specialist, Malad RD - 10 years.
LINDA WARD, Writer/Editor, SO - 5 years.

Promotions
DON CHIVERS, Forestry Technician, Malad RD.
AVA ANTONICH, Accounting Technician, R4 Intermountain Station, to Accounting Technician, SO.

Reassignments
JOHN NEWCOM, Forester Administration, Bridger-Teton NF, to Forester Administration, Montpelier RD.

CHALLIS NATIONAL FOREST

Cash
RENEE C. BOYLES, Forester, Yankee Fork RD - $300.00 for excellence in Water Systems Management.

Group
SHARON BRADLEY, Forester and DAVID SISK, Supervisory Forestry Technician, Challis RD, for excellence in Water Systems Management.

TED L. ANDERSON, Supervisory Forestry Technician; SHERI HUGHES, Forestry Technician; OLIVER INSKEEP, Forestry Technician; and AMY WILLIAMS, Information Receptionist, all Middle Fork RD - For excellence in Water Systems Management.

Spot
CAROLYN SMITH, Information Assistant, Lost River RD.

Promotions in Place
CLEE SHINDERLING, Forestry Technician, Challis RD.
DAVID SISK, Supervisory Forestry Technician, Challis RD.
RONALD HANSEN, Animal Packer, Middle Fork RD.
JOSE NORIEGA, Wildlife Biologist, Challis RD.

Reassignments
ANDREA REEDER, Information Assistant, Challis RD, to Business Management Assistant, Challis RD.

Resignations
LISA RODGERS, Office Automation Clerk, Lost River RD.

Retirements
TED ANDERSON, Supervisory Forestry Technician, Middle Fork RD.
MADGE YACOMELLA, Budget Analyst, SO.
GEORGE THOMAS, Telecommunications Manager, SO.
BILL SAVAGE, Construction Representative, SO.

DIXIE NF

Spot
RANDALL L. RUSSELL, Range Conservationist, Pine Valley RD - For being the only person on the Forest with the initiative to recognize and seize the opportunity to secure year-end RO watershed funds for the Forest.
SUSAN D. COTTAM, Information Assistant, Escalante RD - For high quality of work and willingness to devote extra time and effort in coordinating the Scenic Highway 12 project for the Escalante/Boulder area.
ARLENE HEAP, Accounting Technician, SO - For exceptional work in producing GIS coverage for the Intermountain Region's Arizona Willow and Mexican Spotted Owl programs.
MARGARET MORRIS, Computer Specialist, SO - For exceptional leadership and coordination of the GIS coverage for the Intermountain Region's Arizona Willow and Mexican Spotted Owl programs.

Promotions
CHANTELLE KAY KIMBALL, Clerk Typist, SO.
MICHAEL F. REESE, Engineering Aid, SO, to Auto Mechanic Helper, SO.
BRETTON S. FAY, Forestry Technician, Powell RD to Forestry Technician, Cedar City RD.

Reassignments
PRISCILLA R. SUMMERS, Wildlife Biologist, Fremont NF, Silver Lake RD, to Wildlife Biologist, Cedar City RD.
NANCY A. BRUNSWICK, Student Trainee - Landscape Architect, Wasatch-Cache NF, to Student Trainee - Landscape Architect, Cedar City RD.
DAVID A. RICKS, Forestry Technician, SO, to Law Enforcement Officer, SO.
RANDY M. DAVIS, Forestry Technician, Cobalt RD, Salmon NF to Forestry Technician, Cedar City RD, Dixie NF.

Reassignment/Promotion
ELOUISE A. FOWLER, Accounting Technician, Fishlake NF to Purchasing Agent, Dixie NF.

Transfer Out
SUSAN D. COTTAM, Information Assistant, Escalante RD, to Information Assistant, Black Hills NF.

FISHLAKE NF

Cash
TONY VALDES, Range Conservationist, Beaver RD - $500 for outstanding contributions made in the advancement of civil rights and in implementing the goals of the Chief's Multicultural Report, especially as they relate to community and workplace acceptance.

Appointments
BETTY CHAPPELL, SCSEP Enrollee, Loa RD.
RONALD NOBLE, SCSEP Enrollee, Richfield RD.

Promotions
DOUGLAS WEAVER, Geographer, SO, to Computer Specialist, SO.
ELOUISE FOWLER, Accounting Technician, SO, to Purchasing Agent, Dixie NF.

Promotions in Place
KEVIN SANCHEZ, Wildlife Biologist, Beaver RD.
JUNE PETERSON, Procurement Assistant, UT South Acquisition Center.
VIRGINIA SORENSON, Information Receptionist, SO.
MIKE SMITH, Soil Scientist, SO.

Temporary Promotions
DANDY POLLOCK, Forester, Beaver RD.
TRINA RANDLES, Accounting Technician, SO.

Reassignments
TED FITZGERALD, Supervisory Civil Engineer, SO.
ROBERT (BRUCE) McNEIL, Budget Analyst, International Institute of Tropical Forestry, San Juan, Puerto Rico, to Budget & Accounting Officer, SO.
DANIEL HAGEN, Forestry Technician, Umatilla NF, to Supervisory Forestry Technician, Loa RD.
JOANN KING, Business Management Assistant, Arrowhead RD, San Bernadino NF, to Support Services Supervisor, SO

Resignations
BERTA TAFT, SCSEP Enrollee, Loa RD.
LEROY BARTON, SCSEP Enrollee, Beaver RD.
DON COLBY, SCSEP Enrollee, Richfield RD.
MACK GENTRY, SCSEP Enrollee, Richfield RD.

Retirements
DARIL HANSEN, Electronics Technician, SO.
LOIS MEACHAM, Budget & Accounting Analyst, SO.
CLARK ROGERS, Supervisory Facility Manager, SO.
CLENN OKERLUND, Supervisory Forestry Technician, Loa RD.

HUMBOLDT NF

Spot (All were awarded $25)
GLADINE PATRAS, SSS, Ely RD.
AMY BALLARD, Forester, Ruby Mountain RD.
LUCY CAMPBELL, Personnel Specialist, SO.
LARS LIND, Administrative Officer, SO.
TERESSA CYFERS, Accountant, SO.
JIM WHELAN, Wildlife Biologist, Ely RD.
NORA DANIEL, Information Receptionist, SO.
BETTYE IBOLD, SCSEP Enrollee, SO.
LAURIE BEAN, Forestry Technician, Jarbidge RD.
PAT MAESTES, Resource Clerk, Ely RD.

Promotions
KATRINA LEAVITT, Student Trainee-Range, Mountain City RD to Student Trainee-Resources, Mountain City RD.

Temporary Promotions in Place
SCOTT BELL, District Ranger, Santa Rosa RD.
GARY SCHAFFRAN, Public Service Team Leader, SO.

Retirements
LISA DIERCKS, Rangeland Management Specialist, Ely RD.

Transfer Out
JACK CARLSON, District Ranger, Mountain City RD, to District Ranger, Salmon River RD, Nez Perce NF.

MANTI-LA SAL NF

Cash
SUSAN K. HUFF, Personnel Clerk, SO - $500 for outstanding performance for processing early out and optional retirement with voluntary incentive payment during the FS buyout.
ELAINE POLLOCK, Personnel Management Specialist, SO - $500 for outstanding performance and coordination efforts in accomplising the retirement packages during the FS buyout.
VICKIE BECK, SSS, Sanpete RD - For quality service in creating monthly safety reminders on the Data General System on the Sanpete RD during FY93 and FY94.
STAN MCDONALD, Forest Archaeologist - In recognition of outstanding performance in co-leading the team effort of preparing our successful ISTEA application for the Huntington and Eccles Canyons Scenic Byways.
GLORIA LEDFORD, Clerk Typist - In recognition for outstanding support of the team effort of preparing our successful ISTEA application for the Huntington and Eccles Canyons Scenic Byways.
AARON HOWE, Forest Engineer - In recognition of outstanding performance in co-leading the team effort of preparing our successful ISTEA application for the Huntington and Eccles Canyons Scenic Byways.
GERRY XAVIER, Civil Engineer - In recognition for outstanding support of the team effort of preparing our successful ISTEA application for the Huntington and Eccles Canyons Scenic Byways.
CHARLIE JANKIEWICZ, Price District Ranger - In recognition of outstanding performance in co-leading the team effort of preparing our successful ISTEA application for the Huntington and Eccles Canyons Scenic Byways. Also, award from the Fishlake NF for outstanding contributions made in the advancement of civil rights and in implementing the goals of the Chief's Multicultural Report, especially as they relate to community and workplace acceptance.
JAYLYNN PELL, Resource Clerk, SO - $500 for initiative in taking on additional work beyond normal duties in the timber program reporting in accounting areas.

Group
KIM KREEK, Accounting Clerk, SO, $200; GLORIA LEDFORD, Clerk Typist, SO, $75; KRISTY STELLA, Mail and File Clerk, SO, $75 - For performance during the "window" when separation incentives and early retirement were offered.

Length of Service
JIMMIE L. FORREST, Range Conservationist, Monticello RD - 20 years.
JAMES T. WILLIAMS, Supervisory Forest Tech, Moab RD - 20 years.

Promotions in Place
MELINDA SCHMIDT, Information Receptionist, Moab RD.
STEVE ROMERO, Wildlife Biologist, Price RD.
SUSAN K. HUFF, Personnel Clerk to Personnel Assistant, SO.
KIM KREEK, Accounts Maintenance Clerk to Civilian Pay Clerk, SO.

Reassignments
CATHY O'BRIEN, Civil Engineer, Daniel Boone NF, to Civil Engineer, SO.
GARY REYNOLDS, Supervisory Forester, Idaho Panhandle NF, to Supervisory Forester, Moab RD

SALMON NF

Spot
MERRY HAYDON, Archaeologist, SO - Outstanding one-time performance in hosting the Salmon River Passport in Time project through the organization of volunteers, shuttle services, supplies, menus, and activities.
LINDA WALTON, Forestry Technician, North Fork RD - Outstanding one-time performance in hosting the Salmon River Passport in Time project through the organization of volunteers, shuttle services, supplies, menus, and activities.
MARIAN BUENGER, Information Assistant, SO - Preparing outstanding displays commemorating Smokey Bear's 50th Anniversary for the Eastern Idaho State Fair, the Lemhi County Fair, and the Salmon-Challis Forest headquarters.
ED CHRISTY, Forestry Technician, North Fork RD - For hard work and dedication to the planting program during the 1994 planting season.
KEITH TALLEY, Forestry Technician, North Fork RD - For hard work and dedication to the planting program during the 1994 planting season.
EDWARD S. CHRISTY, Forestry Technician, Cobalt RD - $250 for outstanding effort in organizing Cobalt Helitack base and crew.

Length of Service
LOUISE BRANNON, Writer Editor, SO - 20 years.
DAN BAIRD, Supervisory Range Conservationist, SO - 30 years.
CLINTON GROLL, Forester Administration, Cobalt RD - 30 years.
GENE JENSEN, Supervisory Land Management Planner, SO - 30 years.
DOLORES BAKER, Support Services Specialist, North Fork RD - 25 years.
ROBERT RUSSELL, Forester Administration, Salmon RD - 25 years.
ERNEST SCHNEIDER, Supervisory Forester, SO - 25 years.
LARRY TAYLOR, Forester, SO - 25 years.
J. RICHARD WARD, Forester Administration, Leadore RD - 25 years.
LUCINDA HAGGAS, Ecologist, North Fork RD - 10 years.
ALLISON JACKSON, Supervisory Natural Resource Specialist, North Fork RD - 10 years.
JOHN PERRY, Forestry Technician, SO - 10 years.
ERIC PROCTOR, Telecommunications Manager, SO - 10 years.

KENT FUELLENBACH, Public Affairs Specialist, SO - 5 years.
JOAN MARKS, Office Automation Clerk, SO - 5 years.
MYRON TALLEY, Forestry Technician, North Fork RD - 5 years.

Reassignments
SHANDA FALLAU, Student Trainee Fish Biologist, SO, to Student Trainee Fish Biologist, Salmon RD.
NORMA GANDENBERGER, Accounting Technician, Challis NF, to Accounting Technician, SO.
GAIL BAER, Forester, North Fork RD, to Natural Resource Specialist, North Fork RD.
KURT G. BECKER, Natural Resource Specialist, Payette NF, to Natural Resource Specialist, SO.
WILLIAM SCHUCKERT, Forester, Santa Fe NF, to Forestry Technician, North Fork RD.
RON JOHNSON, Supervisory Range Conservatonist, Challis NF, to Rangeland Management Specialist, SO.
MARION MCDANIEL, Archaeologist, Challis NF, to Archaeologist, SO.
CORNELIA HUDSON, Forester, Cobalt RD, to Forester, Salmon RD.
BARBARA LEVESQUE, Environmental Coordinator, Cobalt RD, to Environmental Coordinator, Salmon RD.
WILLIAM BAER, Forestry Technician, Cobalt RD, to Forestry Technician, Salmon RD.
LARRY SIDLO, Telecommunication Specialist, Challis NF, to Telecommunications Specialist, SO.
MICHAEL CLAIBORNE, Student Trainee Electronics Engineer, Challis NF, to Student Trainee - Electronics Engineer, SO.

TARGHEE NF

Group
DIANNA R. BAILEY, JOHN BOGLE, VERONIQUE FULLMER, GENE McGREGOR, SHANA MILLER, MARYNELL OECHSNER, JOHN C. STIMPSON, TERRY L BRATTAIN, RYAN FUNKE, DENZIL BURNSIDE, VERNON SCHROEDER, RICHARD ROBERSON, BRAD EXTON, - For their contribution to the 1994 tree planting season, during which 870 acres of reforestation was accomplished with staffing levels below the minimum required with no accidents.

NAN WALLACE, EDISON BYDONIE, JEAN GALLAPHER, RICKY DANN, CASEY ROBISON, MATTHEW MADSEN, CHRIS PRINDIVILLE, FRED SWANSTRUM, MARK MAINS, LOUISE ENGET, LORENE PARKER, CLAY YBRIGHT, LARRY WOLF, FRED DAVIS, WILLIAM STEELE, SANDY GORE, JIM DAVIS, DEBORA BOLLINGER, GARY FORD, RYAN FUNKE, SHARON EYRAUD, JANALEE ALBERTSON BECKY CRAIGG, MARVA MURDOCH - Due to the length and severity of the 1994 fire season, these people performed in a manner which was significantly more than would be expected of them. As a result, we were able to end a severe fire season in a safe and productive manner; with highly successful initial attack, project fire success, and improved cooperator relations, benefitting the Intermountain Region.

MARILYN KARY, SABRINA LANCASTER, DAWNETTE COWAN - During the period of FY 93 there was a group effort to reduce interest penalties to less than 5 percent. This group achieved this plus more. Due to their dedication, the interest was reduced to one percent of total payments, resulting in a substantial saving to the Targhee NF. The group has also been able to maintain this effort into FY 94.

Special Act
RONNA S. MONTE, Hydrologst, SO, $600 - For sustained superior performance and contributions to the Targhee NF's program of work for FY 94.
DUANE K. MONTE, Soil Scientist, SO, $600 - For sustained superior performance and contributions to the Targhee NF's program and work for FY 94

BARBARA G. KNIELING, Forestry Technician/Dispatch, $1,000 - For providing outstanding services in dispatching during an extremely busy fire season. She picked up the duties and the workload as Acting Forest Dispatcher. This fire season has been long and extremely busy and Barbara has provided the consistency and responsiveness necessary for a top-notch dispatching organization.
CHERYL PROBERT, Rangeland Management Specialist, $300 - She has been a leader in watershed management on the Targhee NF. Her innovative and professional motivation in rangeland management, and where needed, watershed improvements projects, has resulted directly in improved watershed conditions on the Dubois RD. These projects have application Forest-wide.
DEBORAH A. BOLLINGER, Forestry Technician, $250 - For enthusiasm and professional manner in which she accepted the responsibility a Contracting Officer's Representative for the rodent control and site preparation contract in the absence of the assigned COR.
LYNN HANSEN, Surveying Technician, SO, $300 - For participation in an aggressive CIP schedule which was critical. Without his surveying, engineering design, computer, and contract preparation skills, the completion of a very complex campground reconstruction package for Calamity Campground would not have been possible for this FY.
DEAN HATHAWAY, Engineering Technician, SO, $200 - For participation in the completion of the contract packages for the Calamity and Buttermilk Campground re-construction projects, allowing these two projects to be bid this FY.
ALAN SILKER, Supervisory Natural Resource Specialist, SO, $1,000 - For exceptional and superior participation as a member of the Interdisciplinary Team for the Grand Targhee Resort Master Development Plan, Environmental Impact Statement,Targhee NF completed in FY 1994.
JOSLYN C. KOPP, Resource Assistant, Palisades RD, $350 - For exceptional resource and support services work performed during FY 1994, including an unusually busy fire season.
WANDA J. ADAMS, Supervisory Management Analyst, SO, $1,000 - For outstanding performance in providing support to the National Fires Program for 1994 while providing a heavy support workload at the local level.
JOHN D. KIDD, Range Technician, Dubois RD, $500 - For participating with the overhead team that replaced the regular Targhee Fire Organization. While the regular Targhee Fire overhead was gone to fight other fires, the Targhee Forest had several fires occur. The team that John was part of made an extra effort and did an outstanding job of controlling these fires.
CHERYL PROBERT, Rangeland Management Specialist, Dubois RD, $500 - For taking on the extra workload in Range Monitoring while other Rangeland Managers were gone on fire.
STEVEN W. DAVIS, Supervisory Forestry Technician, Ashton RD, $350 - For performance which exceeded the normal requirements of your current position in the absence of the Zone FMO, and for the management of additional engine personnel.
DANNY W. LORDS, Forestry Technician, Ashton RD, $350 - For assuming the timber sale administrator responsibilities on 3 districts in the absence of the other sale administrator.
WILLIAM G. DAVIS, Supervisory Forestry Technician, Ashton RD, $350 - For performance which exceeded the normal requirements of your position during the absence of the Zone and Assistant FMO.
RODNEY DYKEHOUSE, Forestry Technician, Island Park RD, $500 - For performance which exceeded your normal position while acting as the Forest and Zone FMO during the 1994 fire season.
JERI A. TAVENNER, Support Services Specialist, Dubois RD, $500 - For coordination of moving from one building to another, working with the new building owners and contractors to complete the new office so the District could move in.

RENE RIGBY, Civilian Pay Technician, SO, $500 - For exceptional service and cheerful attitude in assisting forest employees in submitting complicated fire time during an extremely heavy fire season while accurately processing normal workload.
ELIZABETH DAVY, Forestry Technician/Acting District Silviculturalist, Teton Basin RD, $500 - For contribution to the 1994 tree planting season, during which 870 acres of reforestation was accomplished with staffing levels below the minimum required with no accidents.

Appointments
MICHELLE L. HEAPS, Personnel Management Specialist, SO.

Conversions
SUSAN WESLEY MASSEY, Student Trainee - Forestry, Teton Basin RD, to Outdoor Recreation Planner, Ashton RD.

Promotions in Place
ROSE LEHMAN, Student Trainee - Botany, Island Park RD.
MAC MURDOCK, Dubois District Ranger, Dubois RD.
DENZIL BURNSIDE, Forestry Technician, Teton Basin RD.
SABRINA LANCASTER, Accountant, SO.

Reassignments
GARALD M. ANDERSON, Forestry Technician (PT LEO), Ashton RD, to Forestry Technician (LEO), Ashton RD.
JEFF LARRIEU, Forestry Technician (LEO), Ashley NF, to Law Enforcement Officer, SO.

Resignations
RONDA HAMMER, Resource Clerk, SO.

TOIYABE NF

Group
ROBERT RAMOS, Crew Foreman, SO; DAVE BALLARD, Heavy Equipment Operator, SO; TOM LUNDORFF, Heavy Equipment Operator, SO; TONY SANCHEZ, Heavy Equipment Operator, SO; PAT PETTINGIL, Laborer, SO; and ROY NELSON, Laborer, SO - For superior performance and cooperative support of project activities on the Tonopah RD.

LESLIE DUGGER, Forester; BRIGID FREEMAN, Forester; GEORGE BERNHARD, Forester; DON McGREGGOR, Forestry Technician, Carson RD; BOB WALTON, Engineering Technician; RONALD STEIN, Soil Scientist; EILEEN CARLEN, Forestry Technician; DAVE FAVRE, Biological Sciences Technician; CHERYL SCHUMACHER, Forester; SCOTT TIDWELL, Forestry Technician; DAVE LANNER, Archaeologist Technician; HARRY LANG, Archaeologist; FRANCES RICH, Computer Assistant; AMANDA BRINNAND, Forestry Technician, and BRUCE HENDRICKS, Forestry Technician, all Carson RD; and TINA MARK, Wildlife Biologist, SO - For providing a superb effort to complete a quality job in a timely manner for the Carson RD salvage program.

JUAN PALMA, Administrative Officer; MAUREEN JOPLIN, Geologist; MILDRED GRUNE, Equipment Specialist; GERALD GREVSTAD, Resource Staff Officer; and GEORGIA HIGGINS, Accounting Technician, all SO; DAYLE FLANIGAN, District Ranger, Austin RD; and JOCELYN BIRO, Forester, Carson RD - For quality work on the Organizational Analysis.

GUY PENCE, District Ranger, Carson RD; KATHLEEN LUCICH, District Ranger, Bridgeport RD; DAYLE FLANIGAN, District Ranger, Austin RD; DAVID GRIDER, District Ranger, Tonopah RD; and JAMES TALLERICO, District Ranger, Spring Mountains NRA - For aggressive stewardship in managing the District unit.

THOMAS FROLLI, Supervisory Range Conservationist; JENNIFER HEISINGER, Range Conservationist; TIMOTHY BOND, Range Conservationist; THERESA FROLLI, Range Conservationist; WAYNE FRYE, Geologist; WILLIAM WILSON, Geologist; JAMES MABE, Supervisory Forestry Technician; PEGGY FRYE, Support Services Specialist; ROBBIE STRAIN, Resource Clerk; and ANNAMARIE ECHEVERRIA, Forestry Aid, all Austin RD - For outstanding performance as a member of the Austin RD "Self Directed Team" taking quality management to higher levels, significantly changing the way day to day business is conducted, influencing other Districts and units . . . for taking risks with your personal influence.

EUGENE BLANCHARD, Civil Engineer, SO and WALTER SCHALNAT, Land Surveyor, SO - For quality performance in completing the layout activities associated with the Crags Campground construction project under extremely tight time constraints.

GEORGE PERKINS, Range Conservationist and ELIZABETH STANKO, Public Affairs Specialist, both from Spring Mountains NRA - For outstanding support and leadership in the planning, coordination and execution of the Spring Mountains NRA dedication.

DAVID BALLARD, Heavy Equipment Operator; EUGENE BLANCHARD, Civil Engineer; LAURO GARCIA, Civil Engineer; MILDRED GRUNE, Equipment Specialist; LINDA GUY, Civil Engineer; NATALIE LITTLE, Civil Engineering Technician; HAL PETERSON, Supervisory Civil Engineer; ROBERT RAMOS, Crew Foreman; DONA ROGERS, Land Surveyor; WALTER SCHALNAT, Land Surveyor; and PAT WARD, Automotive Equipment Repair Inspector, all SO - For continuing excellence in engineering support on the Toiyabe NF.

RONALD BURRAYCHAK, Wildlife Biologist; DAVE WEIXELMAN, Wildlife Biologist; DESIDERIO ZAMUDIO, Soil Scientist; KAREN ZAMUDIO, Ecologist; and MEI T. MARK, Wildlife Biologist, all SO - For exemplary work in producing ecological scorecards for riparian ecosystems in central Nevada.

Spot

LYNN BLEEKER, Forestry Technician, Spring Mountains NRA - For developing a fire sign plan outlining locations of existing prevention signs and locations for future prevention signs and types needed.
LINDA MAYER, Resource Clerk, Bridgeport RD - For efficient and accurate work done for Budget and Finance to make "our lives much easier".

Special Act

DAVID GREENE, Forest Engineer, SO - For Exemplary demonstration of a service attitude and proactive support of administration of the Tonopah RD.
ROBERT JENNINGS, Forestry Technician, Carson RD - For performance as Duty Officer that has resulted in outstanding relationships with our cooperators and dedication to the Carson District fire organization.
CAROL BURCELL, Forester, Carson RD - For successful efforts in bringing Smokey Bear back into the community.
DIANE WEAVER, Range Conservationist, Tonopah RD - For superior performance in range permit administration and litigation documentation.
CAROL EDWARDS, Support Services Specialists, Tonopah RD - For efficient accomplishment of the complex and varied office management elements involved in supporting resource programs on the District.
VIRGIL MINK, Forestry Technician, Tonopah RD - For outstanding wilderness management and aggressive implementation of limits of acceptable change and wilderness ethics.
EDWARD PANIAGUA, Forestry Technician, Tonopah RD - For outstanding accomplishment of recreation and facilities projects through contributed and volunteer efforts and for aggressive implementation of wilderness management.
CLEO CANTIN, Warehouseman, SO - For outstanding dedication, attention to detail, and professionalism in supporting the fire program.
JAMES PAULK, Computer Assistant, Spring Mountains NRA - For work performance over and above regular duties by volunteering weekends to help with fire and recreation; for overall excellent support to the District in computers and supporting other districts in the Region with training on Tex.
GUY PENCE, District Ranger, Carson RD - For quality environmental education program as exemplified by the High Sierra Education Workshop.
DAYLE FLANIGAN, District Ranger, Austin RD - For creative innovation quality improvement process as exemplified in the Annual Quality Plan for the District.
DAVID GRIDGER, District Ranger, Tonopah RD - For excellence in supporting litigation to the benefit of the Toiyabe NF.
SANDRA SILVA, Management Assistant, SO - For outstanding management of the Human Resource Program on the Toiyabe National Forest.
NANCY SNYDER, Resource Clerk, Carson RD - For outstanding contribution as the Carson District's recycling coordinator.
STEPHEN HALE, Natural Resource Specialist, Carson RD - For outstanding contribution in planning and administering the High Sierra Natural Resource Camp for Nevada youths during the summer of 1993.
EDWARD DECARLO, Forester, Carson RD - For outstanding contribution in planning and preparing approximately 7.5 MMBF of dead and dying trees for timber salvage sales within the Spooner Summit area in FY 1993.
ROLAND SHAW, Supervisory Forester, Carson RD - For outstanding contribution in planning and preparing approximately 7.5 MMBF of dead and dying trees for timber salvage sales within the Spooner Summit area in FY 1993.
JEAN BURT, Purchasing Agent, SO - For taking the initiative to start and develop a program for updating the personal property records.
CAROL HALE, Resource Clerk, SO - For acting as the Forest's Recycling Coordinator and preparing and implementing the recycling plan for the Forest. Also for reducing the Forest's number of Accounts Receivable items by approximately 75 percent and reviewing all special use permits on the Forest, resulting in higher fee amounts collected and reducing the instances of non-payment of fees occurring.
HAL PETERSON, Supervisory Civil Engineer, SO - For outstanding support to the Las Vegas RD this past year.
TIM BELTON, Land Use Planning Specialist, SO - For outstanding help in completing the Lee Canyon Ski Area Environmental Assessment.
GEORGIA HIGGINS, Accounting Technician, SO - For extra effort in completing workload in Fiscal shop while acting as the "Termite's" recorder.
LAURO GARCIA, Civil Engineer, SO - For continued dedication and excellent system management/technical support of the engineering personal computer work stations.
NATALIE LITTLE, Civil Engineering Technician, SO - For superior quality technical assistance in performing AutoCAD duties associated with the preparation of FY 1993 construction projects.
RICHARD JAMESON, Hydrologist, SO - For outstanding work and effort on the Toiyabe National Forest's litigation cases.
THERESA FROLLI, Supervisory Range Conservations, Austin RD - For quality service to all units on the Forest which lead to a nomination as Employee of the Year
ROBERT HORNE, Computer Specialist, SO - For quality service to all units on the Forest which lead to a nomination as Employee of the Year.
STANLEY FITZGERALD, Fire Business Management Specialist, SO/RO - For outstanding performance supporting the U.S. Attorney in the Acorn Litigation Case.
FLOSSIE GRAHAM, SCSEP, SO - For continued support of the Toiyabe NF.
NINA OSMOND, SCSEP, SO - For continued support of the Toiyabe NF.
PAULETTE BENALLY, Personnel Clerk, SO - For extra effort and assistance in supervising our SCSEP employee in the absence of Personnel Assistant.
JANICE SANCHEZ, Personnel Clerk, SO - For continuous success in keeping the T&A error rate under 5 percent.
DAVID GREENE, Forest Engineer, SO - For sustained superior performance resulting in selection as the Intermountain Region "Engineer of the Year" in the managerial engineer category.
DeLOLA APPEL, Resource Clerk, Spring Mountains NRA - For pursuing collection of fees on one quarter of the District's special use delinquent accounts and correcting one third of the District's special-use files with errors.
REBECCA PALMER, Archaeologist, SO - This award was from the El Dorado National Forest for recognition of hard work and proficiency as an archaeologist on the Placerville Ranger District during the 1993 salvage logging season.
SCOTT CLEMONS, Lead Forestry Technician, Bridgeport RD - For special achievement in the 1993 Intermountain Region Photo Contest. Second and third places in Scenic By-ways and second place in Diversity.
DAN MOE, Forestry Aid, Bridgeport RD - For special achievement in the 1993 Intermountain Region Photo Contest. First place in Scenic By-Ways category.
STEVE HALE, Natural Resource Specialist, Carson RD - For special achievement in the 1993 Intermountain Region Photo Contest. Second place in Wilderness Management Challenges, third place in Diversity and Caring for the Land categories.
JOCELYN BIRO, Forester, Carson RD - For superior accomplishment in the completion of the Carson RD off-highway vehicle travel map revision.
LILLIE ROGERS, SCSEP, SO - For outstanding willingness to help above and beyond work assignments.
ARTHUR DENZIN, SCSEP, SO - For helping the Toiyabe NF achieve its mission by providing quality and timely work in the Senior Program.
JACQUELINE ROBINSON, SCSEP, SO - For helping the Toiyabe NF achieve its mission by providing quality and timely work in the Senior Program.
EVELYN CRISTIBAL, SCSEP, SO - For helping the Toiyabe NF achieve its mission by providing quality and timely work in the Senior Program.
MARY McFARLAND, SCSEP, Carson RD - For dedication in maintaining a clean and healthy office environment for the public and employees of the Carson RD.
JUNE LEVAL, SCSEP, Carson RD - For continuing to provide quality visitor information services to the public and assisting Carson RD employees at the Markleeville Guard Station.
ADELE MOORE, SCSEP, Carson RD - For continued outstanding contribution of work in the support services section on the Carson RD.
DOROTHY CARTER, SCSEP, Carson RD - For continued outstanding contribution of work in the support services section on the Carson RD.
THERESA FROLLI, Minerals Administrator, Austin RD - For superior faculty team contributions to the "Hazardous Materials Management in Mining" training course.

Performance Award

DAVID GREENE, Forest Engineer, SO - For exemplary demonstration of a service attitude. Toiyabe NF Employee of the Year, 1993.
CHARLES HENDERSON, Forester, Tonopah RD - For sustained superior performance in the minerals and lands management programs on the Tonopah RD

Length of Service
MICHAEL DONDERO, Supervisory Forester, Carson RD - 25 years.
RONALD EMETERIO, Forestry Technician, SO - 25 years.
EARL GRIFFITH, Forestry Technician, Carson RD - 25 years.
THOMAS McCUE, Forestry Technician, Carson RD - 25 years.
MILDRED GRUNE, Equipment Specialist, SO - 20 years.
TIM BELTON, Land Use Planning Specialist, SO - 15 years.
EDWARD DeCARLO, Forester, Carson RD - 15 years.
CAROL EDWARDS, Support Services Specialist, Tonopah RD - 15 years.
CARMEN FUNSTON, Personnel Officer, SO - 15 years.
BONNIE KENNEDY, Personnel Assistant, SO - 15 years.
MARGARET O'DRISCOLL, Support Services Supervisor, Carson RD - 15 years.
CLIFFORD SHAW, Forester, Bridgeport RD - 15 years.
SUSAN BERGSTRAND, Personnel Management Specialist, SO - 10 years.
JOCELYN BIRO, Forester, Carson RD - 10 years.
JOHN BRACK, Wildlife Biologist, Tonopah RD - 10 years.
PEGGY FRYE, Support Services Specialist, Austin RD - 10 years.
MARK MANDA, Maintenance Worker Leader, Bridgeport RD - 10 years.
SHAUNA MORAN, Forestry Technician, Spring Mountains NRA - 10 years.
TIMOTHY SHORT, Supervisory Forester, Spring Mountains NRA - 10 years.
NANCY SNYDER, Resource Clerk, Carson RD - 10 years.

Appointments
KRISTINE JOHNSON, Public Affairs Officer, Spring Mountains NRA.
KENT WEDIN, Student Trainee, Forestry Technician, Bridgeport RD.
PATRICIA EDER, Student Trainee, Forestry Technician, Carson RD.
AMY MCCULLOCH, Student Trainee, Ecology, SO.
KERRY HEISE, Student Trainee, Botany, SO.
JOSH RUDELBACH, Student Trainee, Austin RD.
VICTORIA DOTSON, Student Trainee, Ecology, SO.
JIMMIE DORTCH, Student Trainee, Forestry, SO.
KERWIN DEWBERRY, Student Trainee, Ecology, SO.

Promotions
DANNY HAWKES, Law Enforcement Officer, Wayne NF, Athen RD, to Law Enforcement Officer, Spring Mountains NRA.
KATHY MOSKOWITZ, Zone Archaeologist, Sequoia NF, Tule River RD, to Archaeologist, SO, Spring Mountains NRA.

Promotions in Place
RONALD EMETERIO, Forestry Technician, SO.

Reassignments
MICHAEL WELTCH, Supervisory Forestry Technician, Willamette NF, to Supervisory Forestry Technician, SO.
JENNIFER HEISINGER, Rangeland Management Specialist, Austin RD, to Rangeland Management Specialist, Carson RD.
JEREMIAH INGERSOLL - Forest Planner, Ouachita NF, to Land Use Planning Specialist, SO, Spring Mountains NRA.
NANCY STALLARD, Law Enforcement Officer, Cleveland NF, Palomar RD, to Recreation Technician, Spring Mountains NRA.
TIMOTHY SHERER, Supervisory Forestry Technician, Bridgeport RD, to Forestry Technician, Carson RD.
GEOFFREY BELL, Forestry Technician, Carson RD, to Supervisory Forestry Technician, Bridgeport RD.
SANDY PURCELL, Computer Specialist, R-9 Forest Products Laboratory, to Support Services Supervisor, Spring Mountains NRA.
JOE McNALLY, Law Enforcement Officer, Spring Mountains NRA, to Law Enforcement Officer, Cleveland NF, Palomar RD.
THOMAS FREDERICKS, Forestry Aid, Bridgeport RD, to Forestry Technician, Sequoia NF, Tule River RD.

Resignations
PAMELA FLORES, Forestry Technician, Spring Mountains NRA.
ROBERTA STRAIN, Resource Clerk, Typing, Austin RD.

Retirements
KENNETH GENZ, Range Conservationist, SO.
NEIL BOTTS, Supervisory Forestry Technician, Carson RD.
STANLEY FITZGERALD, Fire Business Management Specialist, RO/SO.
PAUL BRUGGER, Forestry Technician, Bridgeport RD.
EUGENE KALDHUSDAL, Forestry Technician, SO.
CHARLES "BUD" HENDERSON, Forester, Tonopah RD.

Transfer Out
BRIAN HORNE, Computer Specialist, SO to Computer Specialist U.S. Fish and Wildlife Service, Reno, NV.

WASATCH-CACHE NF

Special Act
DIANE HARLEY, Computer Assistant, SO - For assuming the day-to-day leadership of the ISM and Office Services Sections due to a vacant SSS position and an extended sick leave of the Computer Sectionhead. Her performance during this time has been in addition to her regular responsibilities of Computer Assistant. She has performed these duties and assignments which sometimes involved overcoming unusual difficulties. Her willingness to work extended hours and maintain production and running of these sections was very critical.
DAN ARLING, Wildlife Biologist, Ogden RD - For outstanding contributions made in the advancement of civil rights and in implementing the goals of the Chief's Multicultural Report, especially as they related to community and workplace acceptance.

Time Off
DENISE ERVIN, Forester; RICHARD VALLEJOS, Supervisory Forester; SCOTT LAYTON, Forestry Technician; ROBERT TONIOLI, Resource Assistant; LINDA WADLEIGH, Forester; and BARBARA BURGAN, Public Affairs, all Ogden RD - For planning, organizing, and participating in an outstanding and successful 1994 Take Pride in Utah volunteer day event, especially encouraging and modeling safe work practices with our volunteers.

Reinstatement
BARBARA CIRANDO, Clerk/Typist, SO.

Length of Service
KEN BROWN, Telecommunications Specialist, SO - 25 years.
VERNON CREASAP, Physical Scientist, SO - 25 years.
LARRY JOHNSON, Environmental Coordinator, Evanston RD - 25 years.
LYNN WILLIAMS, Natural Resource Manager, Kamas RD - 25 years.
GERALD BRUNNER, Forester, Logan RD - 20 years.
DONALD D'ERCOLE, Forestry Technician, Salt Lake RD - 20 years.
LAWRENCE GILLHAM, Forester, Salt Lake RD - 20 years.
ROBERT O'DELL, Supervisory Forester, Evanston RD - 20 years.
RICHARD RUSK, Forester, Salt Lake RD - 20 years.
KATHLEEN ANDERSON, Supervisory Fish Biologist, SO - 10 years.
ROBERT DUNN, Laborer Leader, Salt Lake RD, 10 years.
LISA JACKSON, Support Services Supervisor, Ogden RD - 10 years.
MARYLEA NIELSEN, Budget Analyst, SO - 10 years.
WAYNE PADGETT, Ecologist, SO - 10 years.
GORDON BASCOM, Forestry Technician, Ogden RD - 5 years.
LINDA CUNNINGHAM, Accounting Technician, SO - 5 years.
SONIA PAGE, Personnel Clerk, SO - 5 years.
HEIDI GEORGE, Hydrologist, Logan RD - 5 years.
LINDA PETERSON, Criminal Investigator, Ogden RD - 5 years.
FREDERICK LaCASSE, Lead Forestry Technician, SO - 5 years.
DAVID REAM, Natural Resource Recreation Manager - 5 years.
GORDON REES, Forestry Technician, Kamas RD - 5 years.
BRUCE STROM, Forestry Technician, Kamas RD - 5 years.
ERICH ROEBER, Landscape Architect, SO - 5 years.
TAMRA MONTORO, Resource Clerk, Ogden RD - 5 years.

Promotions in Place
ERICH ROEBER, Landscape Architect, SO.
MARYLEA NIELSEN, Budget Analyst, SO.

Obituaries

GEORGE T. ZUGGER passed away March 3, 1994 at the age of 64. He died from a heart attack as a result of diabetes. George began his Forest Service career in 1956 as a Forester on the Bridger-Teton NF in Wyoming, then transferred to the Humboldt NF. In 1962, George became District Ranger of the May Ranger District (now part of the Challis RD), Challis NF, for seven years. He then transferred to the Dixie NF as the Timber and Fire Staff Officer. In 1980, George moved his family to the RO in Portland to become the Timber Valuation Specialist, and retired to Santa Maria, California in 1986. He is survived by his wife, Esther, and son John and his family who live in Norfolk, VA.

KELLY B. DYE, 51, died October 10, 1994 in an auto accident. Kelly started his Forest Service career in 1962 working summers as an Engineering Aid on the Manti La Sal NF while attending the University of Utah. In 1967, Kelly got his first permanent position as a Civil Engineer on the Payette NF. From 1967 to 1969, Kelly was on military furlough while he served his country in Vietnam. He came back to the Payette from 1969 until 1973, when he left to work one year as a Zone Civil Engineer on the Willamette NF. In 1974, Kelly returned to work on the Payette. He loved life, and enjoyed it to its fullest. Kelly is survived by his wife, Joan, and two sons, Robb and Ryan. □

Continued from page 44

must start with the watershed decade of the 1970s.

The first sign of change was the confrontation between industry and environmentalists that ended with passage of the Wilderness Act of 1964. The Forest Service had hoped to preempt the dispute by getting Congress to pass the Multiple Use-Sustained Yield Act in 1960. The act "mixed uses, resources, and lands" (Wolf 1990:48) in a list of five purposes of the national forests: outdoor recreation, range, timber, watershed, and wildlife and fish.

Two key points of the law are that no resource has statutory priority and each is to receive equal consideration in determining the best combination of uses. The problem was, who was to decide the mix and on what basis?

The 1964 law allowed Congress to establish wilderness areas on national forests and was the beginning of public and Congressional involvement in Forest Service management practices. The seemingly endless ten-year study on roadless area reviews and evaluations (RARE I and II) stemmed from compliance work required by the Wilderness Act (Roth 1988).

Public involvement in agency policy was fostered in part by a law with unintended consequences that was signed by President Richard M. Nixon on January 1, 1970—the National Environmental Policy Act (NEPA). The agency had always consulted with special interest groups, but after NEPA, Congress and the public became directly involved in daily operations of the Forest Service. NEPA allowed lawsuits to be filed against the agency for noncompliance with the requirement to prepare environmental impact statements on proposed major actions by Federal agencies.

The first important timber management challenge took place in 1969 on the Bitterroot National Forest (Bolle 1989). Later, in 1973, the Forest Service practice of clearcutting on the Monongahela National Forest was challenged in court. The public no longer held the view that "the professional forester knows best" how to manage the national forests. Outsiders were now going to monitor agency activities, and several new laws helped ensure the public had a say in land use management practices.

The first law with teeth was the 1973 Endangered Species Act; the next law, the 1974 Forest and Rangeland Renewable Resources Planning Act (RPA), required inventory of resources aimed toward sustained renewable resource production. The 1976 National Forest Management Act replaced and clarified the original "Organic Act" of 1897 and required that the Forest Service involve the public more in its decisionmaking and hire people trained in disciplines other than forestry and engineering (Roth and Harmon 1989:27-28). As late as 1960, 90 percent of professional positions were filled with foresters.

Any attempt to summarize the last three decades of agency history is doomed to be incomplete. The service-wide adoption of the Data General (DG) computer system by 1984 reinforced the trend toward greater agency centralization and forced more managers to do their own typing.

The diversity of peoples and occupations is a story still in progress. Conflict continues. Lawsuits over the northern spotted owl and old-growth forests in the Pacific Northwest have had a major impact on agency practices. Herbicide use was a major issue only a few years ago, with rangeland and salmon . . . the next two resources in the environmental spotlight.

What may be a final observation of the move to a new era is that never again will the agency operate without checking the public pulse because perception and beliefs are stronger arguments than scientific ones alone. The 1990 RPA publication pointed out the new direction with its goal of "more balance among the resources."

by Terry West
Historian
Washington Office - Public Affairs ☐

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TIP • OF • THE • MONTH

Telephone users should give their full attention to every phone conversation and not engage in other activities, such as typing on a computer, when talking or listening. Talking on the phone should be like driving a car. You need all your faculties to stay in control of the conversation.

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FOREST SERVICE: Agency in Transition

The history of the Forest Service can be simplified into two fundamental stages: the custodial era (1905 to 1942) and the commodity production era (1942 to present).

At the time of its founding in 1905, the Forest Service had a legacy of timber sales, but they were minor in scale because private lands were logged off first to meet the national market needs for lumber. By the 1920s, however, a soaring economy led to a record peak of national forest timber sales in 1930 of 1.65 billion board feet. The Depression shrank harvests for a decade, then a new peak was reached in 1940 of 1.78 billion. That was quickly topped as wartime defense needs stimulated harvests off national forests (the 1942 level was 2.20 billion). Yet, even then only two percent of the national supply of timber came from the national forests.

The postwar demographic and economic surge accelerated demand for housing and gave the agency the opportunity to expand national forest timber harvests. This it did with zest, moving from a level of 3 billion board feet harvested in 1950 to 9 billion board feet in 1960.

Employment also grew from 500 permanent personnel in 1905 to 1,800 by 1920; to 5,700 by 1930 and 7,484 in 1949. Even larger increases in the postwar period reached 21,953 permanent personnel by 1979, and 32,375 in 1990.

Agency foresters predicted that demand would continue, and by the year 2000, the national forests would need to produce 20 billion board feet per year. Instead, volume peaked in 1987 with an all-time record high of 12.7 billion board feet, dropping to 12 billion board feet in 1989 which was 13 percent of the wood harvested in the nation, and 28 percent of softwood timber (used for home construction) in the nation.

To understand the causes of a shift in the Forest Service to a new stage of land stewardship, any analysis

Continued on page 43